

Police resources in Canada, 2014

by Hope Hutchins
Canadian Centre for Justice Statistics

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- | | |
|----------------|--|
| . | not available for any reference period |
| .. | not available for a specific reference period |
| ... | not applicable |
| 0 | true zero or a value rounded to zero |
| 0 ^a | value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded |
| ^p | preliminary |
| ^r | revised |
| x | suppressed to meet the confidentiality requirements of the <i>Statistics Act</i> |
| ^e | use with caution |
| F | too unreliable to be published |
| * | significantly different from reference category ($p < 0.05$) |

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Police resources in Canada, 2014: highlights

- On the snapshot date of May 15, 2014, there were 68,896 police officers in Canada, 354 fewer than in 2013. This represented a rate of police strength of 194 police officers per 100,000 population, a decrease of 1.6% from the previous year. After remaining stable in 2011, the rate of police strength has decreased each year since.
- Among the provinces, Manitoba continued to have the highest rate in police strength, at 206 officers per 100,000 population in 2014, while Prince Edward Island again reported the lowest rate, with 161 officers per 100,000 population.
- Among the census metropolitan areas, Winnipeg (191), followed by Thunder Bay (187) and Montreal (186), had the highest rate of police strength in 2014. The lowest was reported in Saguenay (106).
- The increased presence of women in policing continued in 2014. The number of female officers grew slightly (+1.3%), while the number of male officers declined somewhat (-1.0%). Females accounted for 20.6% of all police officers that year, compared to 16.5% a decade earlier.
- Of officers hired by police services during the calendar or fiscal year of 2013, over 7 in 10 (73%) were recruit graduates, with the remainder being experienced police officers.
- In the calendar or fiscal year of 2013, 11% of police officers were eligible for retirement, but only 2% of police officers actually retired. Retirements were the most common reason officers left a police service (68%).
- Police services employed 28,409 civilians on the 2014 snapshot day, representing 29% of total personnel. The ratio of officers to civilians has been declining since data was first collected in 1962. A decade ago, there were 2.7 officers employed for every civilian, compared to 2.4 in 2014.
- Expenditures on policing totalled \$13.6 billion in the calendar or fiscal year of 2013. Controlling for inflation, this marks a decrease of 0.6% from the previous year. While constant dollar spending on policing services increased from the late 1990s through to 2010, it has been more variable in the past few years, decreasing in 2011 and increasing in 2012.

Police resources in Canada, 2014

by Hope Hutchins

Discussions regarding the economics of policing and community safety are ongoing in Canada. These discussions are framed around identifying the nature of police expenditures, as well as ways to reduce costs while continuing to meet police responsibilities regarding public safety. Considerations around the economics of policing and community safety have been the subject of a Summit on the Economics of Policing in January 2013 (see Hutchins 2014, Public Safety Canada 2013), a Police Education and Learning Summit in September 2013 (Public Safety Canada 2014a), and a report on the Economics of Policing released by the Standing Committee on Public Safety and National Security in May 2014 (Standing Committee on Public Safety and National Security 2014).

Using data from the Police Administration Survey (see the "Survey descriptions" section for details), this *Juristat* article contributes to the economics of policing and community safety discussion by presenting the most recent findings regarding the rate of police strength and police expenditures in Canada. The Police Administration Survey captures police-reported data on the number of police officers in Canada by rank and sex, as well as on civilian employees. These data are based on a snapshot date (May 15, 2014 for the most recent data). Data on hirings, departures, eligibility to retire, and expenditures in this report are based on either the 2013 calendar year or the 2013/2014 fiscal year,¹ depending on the police service. The information from this survey is provided for Canada, the provinces and territories and census metropolitan areas (CMAs). In addition, this article provides information on workplace mobility within police services, including the hiring and departures of police and their eligibility to retire. It also summarizes data on the characteristics of police officers, including gender and age group. For the first time, data on the education level of officers are available and are presented within this article.

To provide a more complete picture of the state of policing in Canada, the following additional contextual information is presented: recent developments in the economics of policing and community safety discussions; international data on the gender of police personnel, and; relevant information on wages from Statistics Canada's Labour Force Survey (LFS). For the first time, this *Juristat* includes United Nations Peacekeeping data on police participation in international peacekeeping.

Rate of police strength continues to decline

There were 68,896 police officers in Canada on May 15, 2014, 354 fewer officers than in 2013. This represented a rate of police strength of 194 police officers per 100,000 population, a decrease of 1.6% from the previous year. After remaining stable in 2011,² the rate has decreased every year since (Table 1).

Text box 1

Policing structure and responsibilities

Municipalities, delegated by the provinces, provide most of the policing services across Canada. Other policing is provided by provincial and federal services. More specifically, in Ontario, Quebec, and Newfoundland and Labrador, provincial police services (namely, the Ontario Provincial Police, the Sûreté du Québec, and the Royal Newfoundland Constabulary) serve communities without municipal stand-alone police forces and are responsible for policing provincial highways and other areas under provincial jurisdiction. In the Prairie Region and British Columbia, provincial and some municipal policing is provided by the Royal Canadian Mounted Police (RCMP). All of Canada's three territories are policed solely by the RCMP (Standing Committee on Public Safety and National Security 2014).

The RCMP is also responsible for coordinating and delivering national policing services such as: the specialized support services of the Canadian Police Information Centre, the operation of the Canadian Police College in Ottawa, the Canadian Firearms Program, the Forensic Science and Identification Services, the National Centre for Missing Persons and Unidentified Remains, and the Canadian Police Centre for Missing and Exploited Children. As well, the RCMP is responsible for federal policing matters that include: the investigation of criminal activity related to national security, organized crime, and the economy; the development and sharing of criminal intelligence; the enforcement of federal statutes, and; involvement in international peacekeeping and protection of state officials, dignitaries, Canadian aircraft, and major events (Standing Committee on Public Safety and National Security 2014).

Text box 1 (continued)

Policing structure and responsibilities

Finally, policing services within Aboriginal communities are administered in a variety of ways. In some areas, policing is delivered through legacy programs such as the Band Constable Program and the Aboriginal Community Constable Program. In other areas, services may be negotiated via agreements under the First Nations Policing Program, by RCMP contract police, by provincial police services in Ontario and Quebec, or through self-administered Aboriginal police forces (Standing Committee on Public Safety and National Security 2014).

Within police services, police officers are generally responsible for enforcing the law, preventing and reducing crime, assisting victims, maintaining order, and responding to emergencies. In order to do so, police engage in a variety of tasks including responding to calls for service, initiating enforcement activities, and carrying out administrative duties. Calls for service do not necessarily pertain to violations of the *Criminal Code*. For example, citizens may contact police regarding by-law complaints, false alarms, reports of sick or injured persons or persons with mental health issues, intoxicated persons, traffic accidents, and reports of suspicious persons. In addition to these reactive activities, police officers initiate enforcement activities, such as drug investigations, neighbourhood patrols, stake-outs, stopping suspicious persons, and crowd or traffic control, to ensure community safety. Finally, administrative duties include activities such as writing reports and attending and providing security in court (Burczycka 2013). The expectations and work environment of police are influenced by changes over time. Examples of such changes are an increased focus on terrorism, organized crime, drugs, forensics, and national security. These changes can also mean technological developments such as new tools used to provide court testimony remotely, new data sources like those related to social media, and new crimes such as cybercrime (see Hutchins 2014).

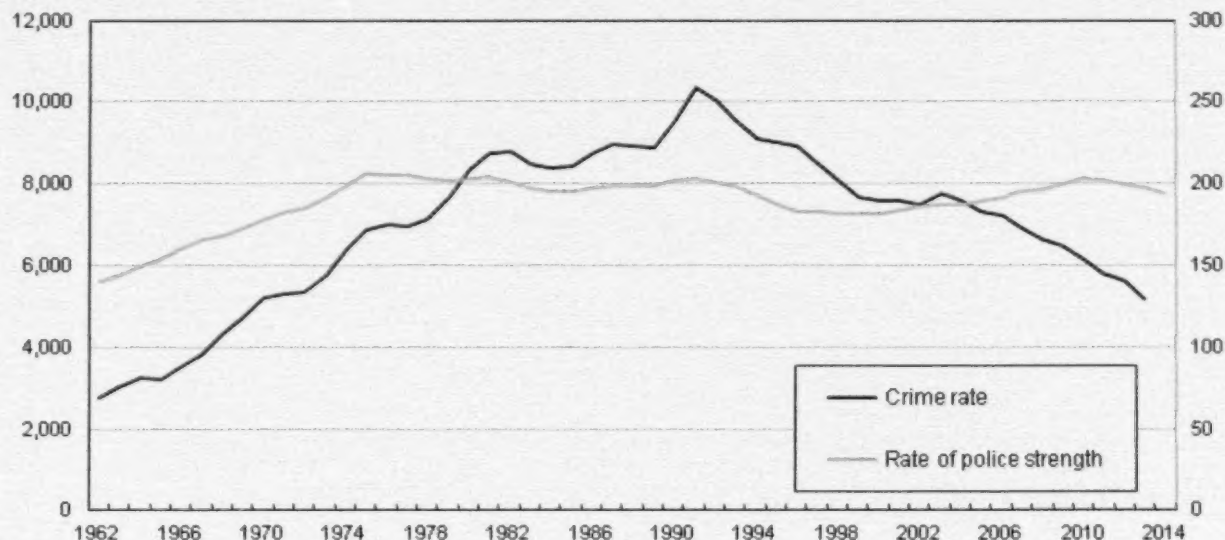
Trends in rate of police strength do not necessarily reflect trends in the crime rate

Long-term trends in the rate of police strength and the crime rate³ show that the two trends do not necessarily follow one another (Chart 1). Between the 1960s and the mid-1970s, both the rate of police strength and the crime rate increased. However, since the mid-1970s, the rate of police strength in Canada has remained relatively stable in comparison to the crime rate, which peaked in 1991 and then began falling. In 2013, the latest year for which data are available, the police-reported crime rate decreased by 8% from the previous year, marking the lowest recorded rate since 1969 (Boyce, Cotter and Perreault 2014). While there is interest in examining the connection between rate of police strength and the crime rate, police work includes more than preventing and responding to crime (see Text box 1).

Chart 1**Crime rate and rate of police strength per 100,000 population, Canada, 1962 to 2014**

Criminal Code incidents (excluding traffic) per 100,000 population

Police officers per 100,000 population



Note: Crime rate information corresponding to 1962 to 1997 presented in this chart represents police-reported data from the Aggregate Uniform Crime Reporting (UCR1) Survey, and permits historical comparisons back to 1962. For the period 1998 to 2013, crime rate information presented here represent police-reported data from the Incident-based Uniform Crime Reporting Survey (UCR2). 2014 crime rate data are not yet available. Populations used to calculate crime rate are based on July 1, 2013 estimates available when crime statistics were released, while populations used to calculate rate of police strength are based on July 1, 2014 estimates. Populations are provided by Demography Division, Statistics Canada.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey and Uniform Crime Reporting Survey.

Text box 2

Canada continued to have a low rate of police strength in comparison to peer countries

According to the United Nations Office on Drugs and Crime (UNODC),¹ Canada reported the fourth lowest rate of police strength in 2012,² when compared with the 14 peer countries for which data were available.³ This placement has remained relatively consistent since 2003 (UNODC 2014c).

Of the peer countries, Belgium has had the highest rate of police strength per 100,000 population since 2003. In contrast, Finland and Norway have consistently had the lowest rates of police strength.

Compared to the United States, Canada's rate of police strength continues to be lower. In the 10 years for which UNODC data are available, Canada's average rate of police strength was 14% lower than that of the U.S.

Notes

1. The UNODC collects data on the number of police officers at the national level from several member countries. These numbers include those in public agencies as of December 31st whose principal functions are the prevention, detection and investigation of crime and the apprehension of alleged offenders and exclude support staff such as secretaries and clerks.

2. At the time this article was produced, the most recent data for these countries corresponded to 2003 to 2012.

3. The Conference Board of Canada has established a group of 16 peer countries that are comparable in terms of population, geographic land mass, and income (gross domestic product) per capita (Conference Board of Canada 2014).

Text box 2 (continued)

Canada continued to have a low rate of police strength in comparison to peer countries

Text box 2 Table

Rate of police strength, by peer country, 2003 to 2012

Peer country ¹	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
	rate per 100,000 population									
Belgium	349.7	354.4	370.3	368.0	362.6	358.1	367.6	364.9	343.8	339.3
Austria	..	330.9	329.1	321.6	320.3	319.1	318.0	327.8	327.5	328.1
Germany	292.9	294.3	296.0	298.9	299.5	297.0	295.4	293.5	293.4	294.7
Ireland	299.6	298.8	294.9	306.5	320.6	331.2	329.8	321.8	307.2	293.4
France	..	..	..	316.9	314.6	310.4	304.0	297.0	290.3	290.1
Australia	221.4	222.0	220.3	..	238.9	242.2	245.9	259.0	263.1	261.9
Netherlands	231.5	224.5	216.4	215.7	215.1	214.9	220.4	224.4	229.9	237.7
Switzerland	207.9	210.7	222.0	222.5	214.1	213.3	220.3	219.8	218.1	220.4
United States	226.6	228.7	225.8	227.1	230.4	231.1	228.4	225.8	221.8	211.2
Sweden	182.2	188.1	189.1	191.7	195.1	198.4	205.6	216.3	215.9	209.1
Japan	..	..	197.7	200.3	201.3	201.1	201.9	202.6	204.2	204.7
Canada	188.1	187.4	189.2	191.5	194.4	195.6	199.2	202.4	201.3	199.6
Denmark	192.3	194.2	195.9	201.5	198.1	195.4	196.3	199.7	194.9	192.2
Norway	176.8	178.0	161.8	160.8	158.1	157.1	158.1	157.1	157.4	159.0
Finland	159.0	157.7	157.0	157.8	154.1	154.0	155.5	152.0	151.8	148.6

.. not available for a specific reference period

1. The Conference Board of Canada has established a group of 16 peer countries which are comparable in terms of population, geographic land mass, and income (gross domestic product) per capita (Conference Board of Canada 2014).

Note: Refers to rates of those in public agencies as of 31 December whose principal functions are the prevention, detection and investigation of crime and the apprehension of alleged offenders. Data concerning support staff (secretaries, clerks, etc.) should be excluded. While counts were available for the United Kingdom, rates were not. The most recent data available from this source corresponds to the period of 2003 to 2012. Figures for Canada in this table are different from those in Table 1. This is because figures for this table come from unrevised data from the United Nations Office on Drugs and Crime while figures for Canada in Table 1 come from revised data from Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Source: United Nations Office on Drugs and Crime, Criminal justice system resources, Total Police Personnel at the National Level.

Authorized police strength greater than actual police strength

While police strength refers to the actual number of officers on the survey snapshot date of May 15, 2014, authorized strength refers to the number of *positions* that police services are authorized to fill during the fiscal or calendar year as of May 15.⁴ More specifically, authorized police officer strength represents the number of police officer positions available throughout the year based on budget, regardless of whether or not these positions were filled on the snapshot date. By taking authorized strength into account, it is possible to have a fuller sense of police officer positions throughout the year.

In 2014, Canada's authorized police strength was 71,457 positions, which equates to a rate of 201 per 100,000 population. The rate of authorized police strength decreased by 1.3% relative to that of the previous year.⁵ In 2014, authorized police strength was 3.7% greater than actual strength (68,896). The number of positions authorized was larger than the number of actual positions in all provinces and territories. The greatest difference between these figures was found for RCMP Headquarters and Training Academy where authorized strength was 62% greater than actual strength (1,800 versus 1,111). Among the provinces and territories, the largest differences between authorized strength and actual strength were found in Nunavut (with a 14% difference) and the Northwest Territories (10%). The Yukon reported the smallest discrepancy between authorized and actual strength (less than 1%).

Differences between the number of authorized and actual positions can be explained by vacancies that are unfilled as of the snapshot date. For example, some of the difference could be accounted for by positions of police officers on long-term leave (for example, educational, disability, secondment, etc.) that are not backfilled.

Text box 3

Police participation in international peacekeeping

Not only have police services become involved in addressing national and global issues such as organized crime, drugs, and border security (Hutchins 2014), Canadian police officers have worked to maintain law and order in several United Nations Missions since 1989 (Public Safety Canada 2014b). Police officer counts from the Police Administration Survey include officers who have been deployed for international peacekeeping, as well as for other work related to airports and ports. Since this survey does not distinguish between police officers who are available for policing duties in their community and those who are deployed for such work, data from United Nations Peacekeeping can help to formulate a picture of the level of participation in international peacekeeping of Canadian police officers.

According to United Nations Peacekeeping data, as of the end of May 2014, which most closely corresponds to the snapshot date of the 2014 Police Administration Survey, there were 16 UN Peacekeeping missions underway (United Nations Peacekeeping 2014c).¹ At that time, there were 84 Canadian police officers on mission, all of whom were in Haiti serving as members of the United Nations Stabilization Mission to Haiti (United Nations Peacekeeping 2014b).

Police represented 70% of Canada's total contribution to United Nations peacekeeping operations, with the remainder consisting of United Nations Military Experts on Mission and military troop personnel. Police were also the largest category of those deployed on peacekeeping missions from the United States (72%) and Sweden (57%). In contrast, for most peer countries, military troop personnel accounted for 80% or more of the peacekeeping personnel (United Nations Peacekeeping 2014a; Text box 3 Table).

Note

1. These include (in order of when established): the United Nations Truce Supervision Organization in the Middle East; United Nations Military Observer Group in India and Pakistan; United Nations Peacekeeping Force in Cyprus; United Nations Disengagement Observer Force in Syria; United Nations Interim Force in Lebanon; United Nations Mission for the Referendum in Western Sahara; United Nations Interim Administration Mission in Kosovo; United Nations Mission in Liberia; United Nations Operation in Côte d'Ivoire; United Nations Stabilization Mission in Haiti; African Union-United Nations Hybrid Operation in Darfur; United Nations Organization Stabilization Mission in the Democratic Republic of the Congo; United Nations Interim Security Force for Abyei in Sudan; United Nations Mission in the Republic of South Sudan; United Nations Multidimensional Integrated Stabilization Mission in Mali; and United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic.

Text box 3 Table

Persons deployed on international peacekeeping operations, by peer country, United Nations, May 2014

Peer country ¹	Police	UN Military Experts on Mission number	Military Troop Personnel	Total
United States	95	6	31	132
Canada	84	13	23	120
France	48	16	895	959
Sweden	36	20	7	63
Norway	32	19	43	94
Netherlands	31	14	531	576
Germany	19	8	203	230
Australia	15	20	11	46
Ireland	12	17	338	367
Switzerland	6	19	5	30
United Kingdom	2	0	284	286
Finland	1	24	350	375
Austria	1	7	218	226
Japan	0	0	271	271
Belgium	0	2	104	106
Denmark	0	15	59	74

1. The Conference Board of Canada has established a group of 16 peer countries which are comparable in terms of population, geographic land mass, and income (gross domestic product) per capita (Conference Board of Canada 2014).

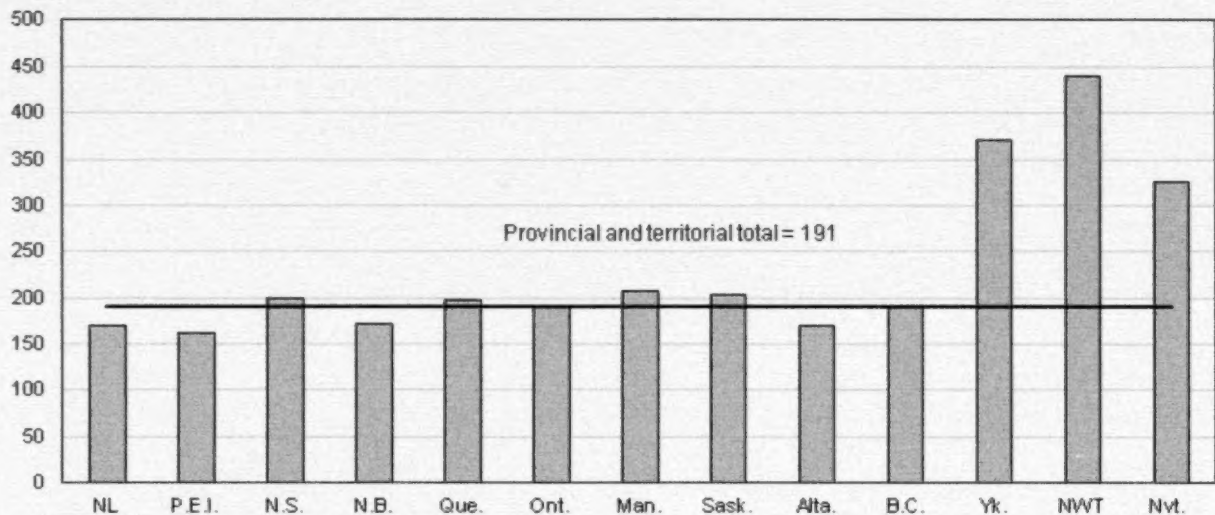
Source: United Nations Peacekeeping, Monthly Summary of Contributions (Police, UN Military Experts in Mission and Troops) as of 31 May 2014.

Manitoba continues to have the highest rate in police strength among the provinces

The rate of police strength across the provinces in 2014 ranged from 161 police officers per 100,000 population in Prince Edward Island to 206 officers per 100,000 population in Manitoba (Chart 2; Table 2). This was similar to the provincial picture in 2013, when Prince Edward Island also had the lowest rate (159) and Manitoba had the highest rate of police strength (213).⁶ As has been the case historically, in 2014, rates of police strength were much higher in the territories, with the highest rate found in the Northwest Territories (440).

Chart 2
Rate of police strength, by province and territory, 2014

Police officers per
 100,000 population



Note: The provincial and territorial total excludes the Royal Canadian Mounted Police Headquarters and Training Academy. Populations are based on July 1 estimates, Statistics Canada, Demography Division.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

The rate of police strength decreased in 9 of the 13 provinces and territories in 2014. Prince Edward Island and Yukon reported increases, while Quebec and the Northwest Territories reported stable rates. There was little change in the rate of police strength in comparison to the previous year in most provinces and territories, ranging from -2% to +2% for most. However, changes were somewhat larger in New Brunswick (-4%) and Manitoba (-3%), and in Nunavut, the rate decreased by 10% (Table 2).

Compared with ten years ago (2004), rates of police strength in 2014 were higher in most of the provinces and territories. Rates were over 10% higher in British Columbia, the Northwest Territories, Newfoundland and Labrador, and Nova Scotia, while the increase was more modest (3% or less) in Saskatchewan, Ontario, and Quebec. Rates decreased from 2004 in three regions: New Brunswick (-1%), Yukon (-4%) and Nunavut (-21%) (Table 2).

In general, provinces and territories with higher rates of police strength had higher Crime Severity Index and Violent Crime Severity Index values

Given that police work includes more than preventing and responding to crime (see Text box 1), comparing the ranking of provinces and territories with respect to their rate of police strength with their ranking with respect to Crime Severity Index (CSI) and Violent Crime Severity Index (Violent CSI) must be interpreted with caution. For the most part, those provinces and territories with higher rates of police strength tended to also have higher Crime Severity Index (CSI) and Violent Crime Severity Index (Violent CSI) values, while those with lower rates of police strength tended to have lower CSI and Violent CSI values. For example, the territories, which had the highest rates of police strength, also had the highest CSI and Violent CSI values. Manitoba, the province with the highest rate of police strength in 2014, had the second highest CSI and highest Violent CSI among the provinces. In addition, Saskatchewan, the province with the second highest rate of police strength in 2014, had the highest CSI and second highest Violent CSI among the provinces. In contrast, Prince Edward Island, which had the lowest rate of police strength, also had the lowest Violent CSI value and a CSI value below that of the provinces and territories overall (Table 3).

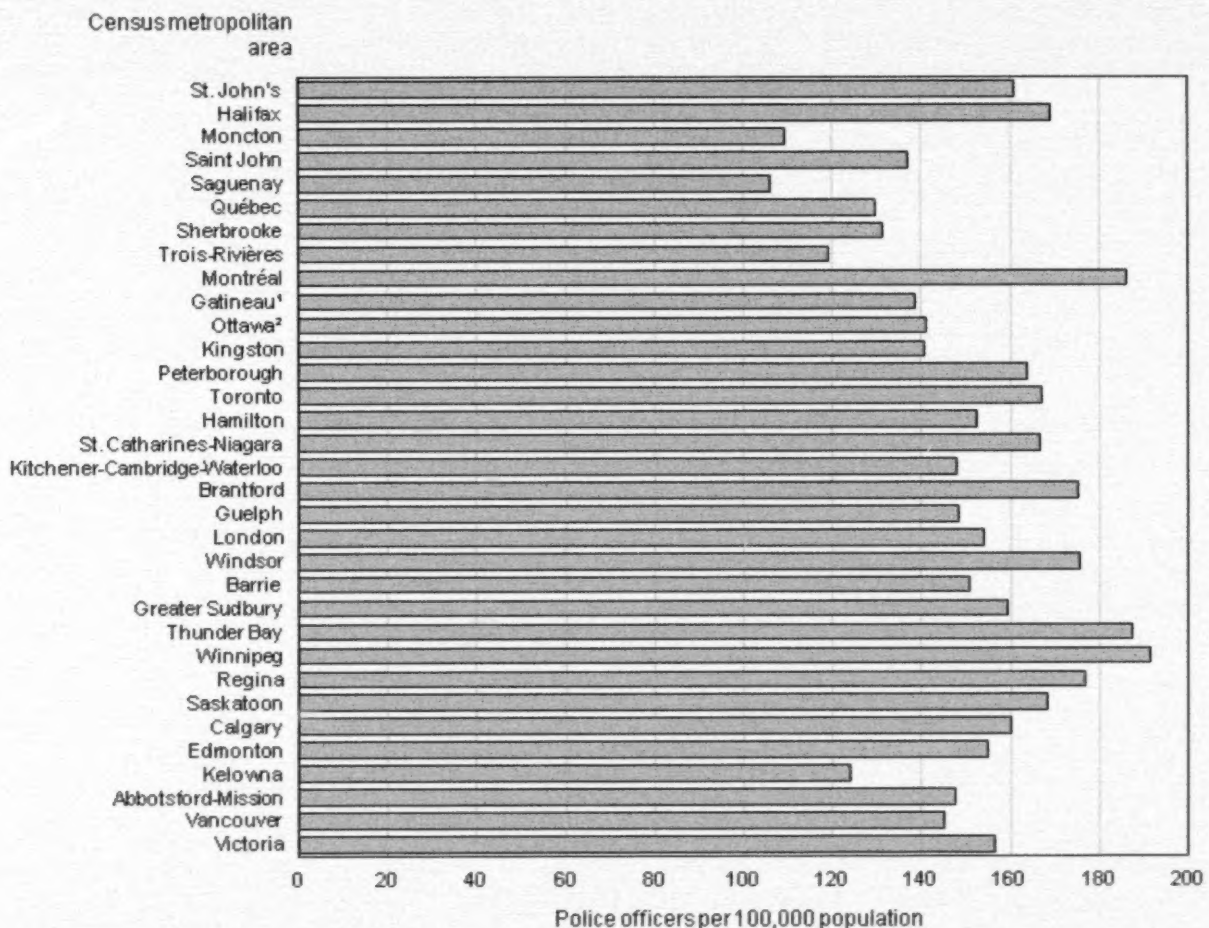
There were some exceptions among the provinces. For example, while Alberta had one of the highest CSI and Violent CSI values among the provinces, it reported the second lowest rate of police strength overall. The opposite finding was true for Quebec, which had one of the highest rates of police strength among the provinces, but had the third lowest CSI and a relatively low Violent CSI value overall.

Winnipeg becomes the census metropolitan area with the highest rate of police strength

Several factors may contribute to differences in the rates of police strength and police-reported crime statistics between census metropolitan areas (CMAs)⁷ or police services.⁸ These include differences in police services' priorities, policies, procedures and enforcement practices, and the availability of resources. For example, some police services may make greater use of municipal by-laws or provincial statutes for minor offences such as mischief and disturbing the peace. These infractions are not included in national police-reported crime statistics. Police-reported crime statistics can also be influenced by social and economic factors such as residents' willingness to report incidents, residents' attitudes toward crime and risky behaviour, age demographics, economic conditions, neighbourhood characteristics, and the emergence of new technologies (Perreault 2013).

The number of police officers at the CMA level includes those working for municipal police service(s) as well as municipal and/or rural detachments of the Royal Canadian Mounted Police, Ontario Provincial Police, or the Sûreté du Québec responsible for policing the CMA. The highest rate of police strength among CMAs was found in Winnipeg (191 officers per 100,000 population), followed by Thunder Bay (187) and Montréal (186) (Chart 3, Table 4). In contrast, Saguenay reported the lowest rate, at 106 officers per 100,000 population. These findings were similar to those of the previous year.⁹

Chart 3
Rate of police strength, by census metropolitan area, 2014



1. Represents the Quebec portion of the Ottawa-Gatineau census metropolitan area.

2. Represents the Ontario portion of the Ottawa-Gatineau census metropolitan area.

Note: A census metropolitan area (CMA) consists of one or more neighbouring municipalities situated around a central core. A CMA must have a total population of at least 100,000 of which 50,000 or more live in the central core. To be included in the CMA, other adjacent municipalities must have a high degree of integration with the central core, as measured by commuting flows derived from census data. A CMA typically comprises more than one police service. The CMA of Oshawa is not included due to incongruities between policing jurisdiction and CMA boundaries. The number of police officers at the CMA level include those working for municipal police service(s) as well municipal and/or rural detachments of the Royal Canadian Mounted Police (RCMP), Ontario Provincial Police, and/or the Sûreté du Québec responsible for policing the CMA. Police officer counts do not include RCMP federal police officers.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Between 2013 and 2014, the rate of police strength decreased in more than half of the CMAs, increased in over one quarter, and remained stable¹⁰ in the remainder. Most decreases in rates were relatively small, ranging from -0.6% in Winnipeg to -4.5% in Regina (Chart 3, Table 4).

As at the provincial and territorial level, comparing the ranking of CMAs with respect to their rate of police strength with their ranking with respect to CSI and Violent CSI must be interpreted with caution given that police work includes more than preventing and responding to crime (see Text box 1). Similar to provincial and territorial findings, those CMAs with higher rates of police strength tended to also have higher CSI and Violent CSI values, while those with lower rates of police strength tended to have lower CSI and Violent CSI values. For example, Winnipeg had both the highest rate of police strength and the highest Violent CSI value among the CMAs and Thunder Bay had both the second-highest rate of police strength and the second-highest Violent CSI value. However, Kelowna, which had a high CSI value, also had one of the lowest rates of police strength (124 officers per 100,000 population) (Table 4).

Slight decrease in ratio of police officers to civilians employed by police services

In addition to police officers, civilian personnel also play a role in the operation of a police service. Civilians employed by police services include clerks, dispatchers, managers, cadets, special constables,¹¹ security officers, school crossing guards, and by-law enforcement officers. The Police Administration Survey only collects data on civilian employees paid for by the police service. Therefore, if civilian employees of a police service are paid for by the municipality, such as in the case of RCMP detachments and some municipal police services, they are not captured by the survey.

On May 15, 2014 there were 28,409 civilians employed by police services across Canada (Table 1), representing 29% of total personnel. In other words, police services employed 2.4 police officers for every one civilian employee, representing a slight decrease from the ratio of 2.5 reported annually since 2007. Overall, the police officer to civilian ratio has narrowed since data was first collected in 1962. Then, the ratio was at a high of 4.6 officers for every civilian employee. In more recent years, the ratio was 2.9 in 1994 and 2.7 in 2004.

In 2014, civilian employees of police services most frequently occupied clerical support (35%) or management/professional positions (33%), with the smallest group of civilians being Native Special Constables¹² (less than 1%).

Most police officer hires are recruit graduates

Information on hirings and departures of police officers, as well as on police officer characteristics, can assist in human resources planning for the policing community. In the calendar or fiscal year of 2013¹³ over 7 in 10 (73%) police officers hired in Canada were recruit graduates, while the remainder were experienced officers.¹⁴ For most provinces, the majority of those hired were recruit graduates, with the exception of Prince Edward Island and Quebec, where the opposite was true. More specifically, in Prince Edward Island, only 14% of those hired were recruit graduates, followed by 31% in Quebec (Table 5).

As expected based on the finding that the majority of hirings involve recruit graduates, most police officers hired had relatively few years of service. More specifically, of hired police officers for whom information on years of service¹⁵ was available, 88% had less than 5 years of experience, 4% had 5 to less than 10 years, 3% had 10 to less than 15 years, and the remaining officers had 15 or more years of experience (Table 6).

Over one in ten officers is eligible to retire

Information on hirings and departures corresponding to the calendar or fiscal year of 2013¹⁶ suggests that there was a net loss of 557 police officers in Canada that year. Losses were found in both the provinces and territories (-466 officers) and the RCMP Headquarters and Training Academy (-91 officers). This contrasts with findings for the calendar or fiscal year of 2012, the previous year for which data are available, where the provinces and territories experienced a small net gain in police officers. In the calendar or fiscal year of 2013, most provinces experienced net losses in the number of police officers, the largest of which occurred in Quebec (-214 officers) and Ontario (-175 officers). In contrast, Alberta experienced a net gain (+90 officers), while Prince Edward Island, Saskatchewan, British Columbia, and the territories reported little to no change when the difference in hirings and departures was considered (Table 5).

The majority (68%) of departures from police services in the calendar or fiscal year of 2013 were due to retirements and the remainder (32%) were due to other reasons, including being hired by another police service. This was true for most provinces and territories, with the exception of New Brunswick, Saskatchewan, and Alberta where reasons for departure were nearly evenly distributed across the two categories. Newfoundland and Labrador had the highest proportion of departures due to retirements, at over 9 in 10 (94%) (Table 5).

In Canada, 11% of police officers, or 7,358, were eligible to retire in the calendar or fiscal year of 2013. Of the provinces and territories, the highest proportion of officers who could have retired was found in Newfoundland and Labrador (22%). The RCMP Headquarters and Training Academy reported that half (50%) of their officers were eligible to retire (Table 5).

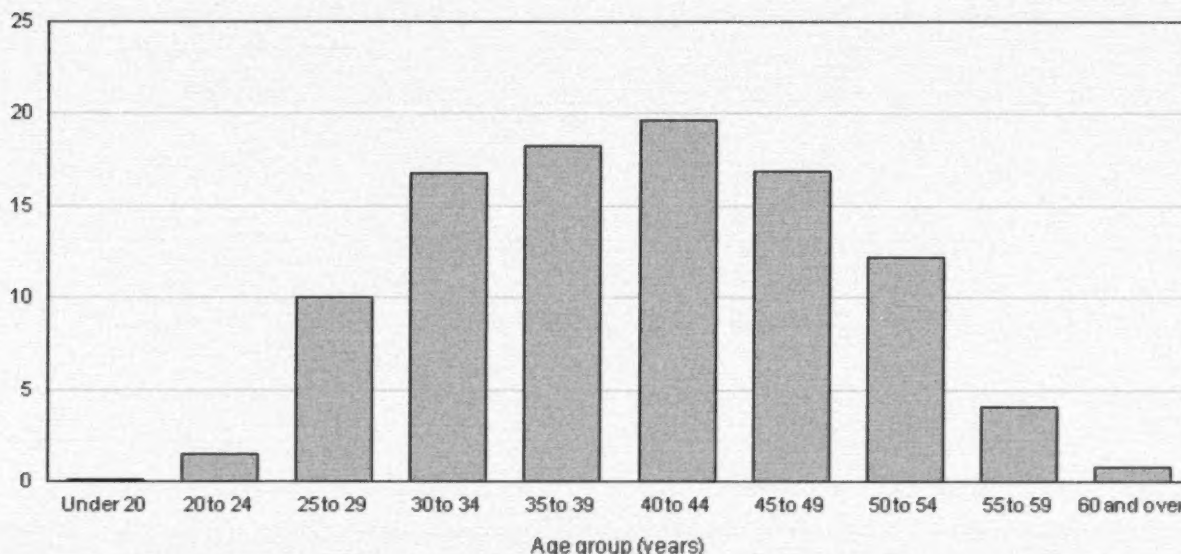
Police Administration Survey data pertaining to the 2013 calendar or fiscal year show that the largest group among police officers eligible to retire were those who had 25 to less than 30 years of service (47%). However, the largest group among those who departed due to retirement were officers with 30 to less than 35 years of experience (42%) (Table 6).

Most police officers 40 years of age and older

The Police Administration Survey found that on the 2014 snapshot date, 54% of police officers were 40 years of age and older, while the remaining 46% were under 40 years of age. Although eligibility to retire may not be based solely on age and requirements may vary by police service, the Police Administration Survey can provide some insight into the distribution of police officers beginning their career and those nearing retirement. For example, 11.5% of police officers were reported to be under the age of 30 and 4.9% were reported to be 55 years and older (Chart 4).

Chart 4
Age distribution of police officers, Canada, 2014

percent of police
officers



Note: Information on age of police officers is based on data collected from police services employing over 99% of police officers across Canada. Information on age was not available for less than 1% of these officers and these officers are excluded from percentage calculations.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey Supplemental questionnaire.

Women in police services more often occupy civilian positions

Since the Police Administration Survey only collects human resources data at the aggregate level, rather than the individual police officer level, it is not possible to examine the gender distribution of police officers according to their level of experience and age. For example, it is not possible to compare the representation of women among recruit graduates with their representation among experienced police officers. However, it is possible to examine the representation of women in police services in general, as civilians by job type, and as police officers by rank.

While women accounted for about one-third (34%) of total personnel employed by police services on the 2014 snapshot date, they were found most often in civilian positions (57% of women employed in police services) and less often in police officer positions (43% of women employed in police services).

Among civilian employees, almost 9 in 10 (87%) clerical support staff were women, as were over three-quarters of communications/dispatch employees (76%). Women represented almost 6 in 10 of those employed as managers and professionals (57%) and as school crossing guards (56%). However, in comparison to men, women were much less often employed as recruits¹⁷ (22%) and by-law enforcement/parking control officers (30%) and security officers/guards (37%).

Since data became available in 1986, women have made up the majority of those employed in civilian positions in police services. The gap was narrowest in the late-1980s when women occupied between 55 and 59% of civilian positions and men occupied 41 to 45%. Since then, the gap has widened and women have consistently occupied more than 6 out of 10 civilian positions. In 2014, women represented 67% of civilians employed by police services.

Growth in proportion of female officers continues

With 14,175 female police officers on the 2014 snapshot date, the number of female officers in Canada once again grew slightly (+177 police officers, an increase of 1.3%) while the number of male officers once again declined somewhat (-531 police officers, a decrease of 1.0%). The proportion of women serving as police officers in Canada has been rising over the last decades. For example, in 1994, 9.1% of police officers were women, in comparison to 16.5% in 2004 and 20.6% in 2014 (Table 7). In comparison, the availability of women in the Canadian workforce was 48.2% in 2011 (Labour Program 2014).

Across the provinces and territories, the proportional representation of female officers ranged from a low of 8.4% in Nunavut to a high of 21.9% in British Columbia and 24.7% in Quebec (Table 8).

Percentage of female police officers in Canada is similar to the average for peer countries

Of the 12 peer countries for which national data was available from the UNODC, Canada reported the sixth largest percentage of female police officers in 2012¹⁸ (UNODC 2014a, UNODC 2014b, Table 9). This proportion (20%) was similar to the average for these peer countries (19%).¹⁹

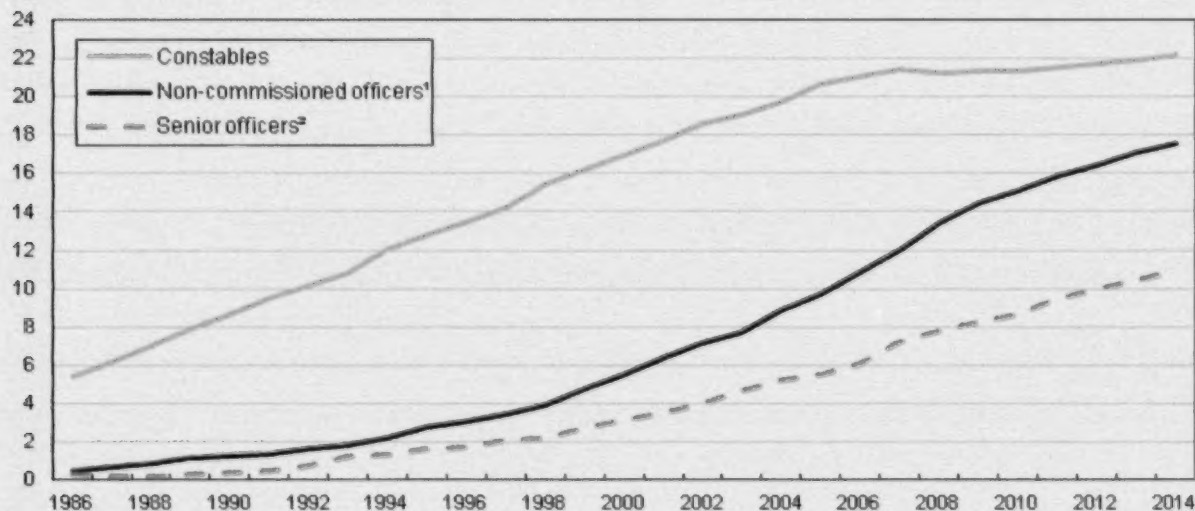
More women in the higher ranks of policing

Women are accounting for more and more of those among the higher ranks of policing (Table 10). The proportion of non-commissioned officers who are women has been increasing since data on rank became available in 1986, and in more recent years, the representation of women among this rank has nearly doubled from 8.9% in 2004 to 17.6% in 2014. The proportion of senior officers who were women began to increase in 1989 and more than doubled in the last decade, from 5.2% in 2004 to 10.9% in 2014. As for women's representation as constables,²⁰ the proportion increased from 1986 to 2007 and since then has remained relatively stable. In 2014, 22.2% of constables were female, compared to 5.4% in 1986 (Chart 5, Table 10).

Chart 5

Female officers as a percentage of total police officers, by rank, Canada, 1986 to 2014

percent



1. Includes personnel between the rank of constable and lieutenant, such as staff-sergeants, sergeants, detective-sergeants, corporals and all equivalent ranks.

2. Includes personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chiefs, deputy chiefs, staff superintendents, superintendents, staff inspectors, inspectors, lieutenants, and other equivalent ranks.

Note: Prior to 1986, data on the rank of police officers was not available. Represents the actual number of permanent, fully-sworn police officers (or their full-time equivalents) as of May 15. This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Recruit graduates have higher proportion of college certificates or diplomas than experienced police officers

The educational requirements for police recruits differ among police services as well as across provinces. For example, the RCMP, the Royal Newfoundland Constabulary, and the Ontario Provincial Police require a secondary school diploma or equivalency (Royal Canadian Mounted Police 2014, Royal Newfoundland Constabulary 2014, Ontario Provincial Police 2014). Applicants to the Sûreté du Québec are required to have an undergraduate degree or college diploma or its equivalent unless they have a diploma in technical police studies obtained in Quebec or experience as a police officer in Canada (Sûreté du Québec 2014a, Sûreté du Québec 2014b, Sûreté du Québec 2014c).

The 2014 Police Administration Survey can provide information on educational attainment at the national, provincial and territorial levels.²¹ Across Canada, information on the highest level of education completed at the time of hiring was available for 37,654 officers (55% of all officers) as of the snapshot date. Information was more often available for recruit graduates (62%) than for experienced police officers (55%).

Of those police officers for whom information was available, about half (51%) had completed a college, CEGEP or other certificate or diploma at the time they were hired. Those with a university undergraduate degree at the time they were hired accounted for an additional 29%, and those with a high school diploma for 19%. A small proportion (1.6%) had university graduate degrees including master's degrees and doctorates at the time they were hired. The remainder had other levels of education at time of hire.

A larger proportion of experienced police officers reported high school diploma as their highest level of education (19% versus 12% for recruit graduates) while recruit graduates more frequently reported college, CEGEP or other certificate or diploma (60% versus 50% for experienced police officers).

Variations in the distribution of education levels were found at the provincial and territorial level. In some areas, the most frequently reported level of education was consistent with findings for Canada overall. For example, college was the most frequently reported level of education in Prince Edward Island (51% of all police officers, the same proportion as for Canada) and Quebec (79% of officers). In contrast, the most frequently reported level of education for Yukon (44%) and RCMP Headquarters and Training Academy (47%) was an undergraduate degree. Finally, in other areas, the most frequently reported level of education was not as clear. For example, in New Brunswick, Northwest Territories, and Nunavut, police officers were more evenly distributed among those with high school, college, and undergraduate education, with a small proportion of officers having graduate education.

Expenditures totalled \$13.6 billion in the calendar or fiscal year of 2013

Operating expenditures for police services as a whole in Canada totalled \$13.6 billion in the calendar or fiscal year of 2013²², and, after controlling for inflation,²³ decreased 0.6% in comparison to the previous year (Table 11). This overall decline was driven by a decrease in RCMP expenditures for Headquarters, federal and international operations, and national policing services (-11.7%).

After controlling for inflation, all provinces and territories except Newfoundland and Labrador and Nunavut reported an increase in total spending in 2013 in comparison to the previous year. More than half of the increases in total expenditures in the provinces and territories were between 1% and 2%, ranging from 1.0% in Quebec to 1.9% in Prince Edward Island and Nova Scotia. In contrast, Yukon (9.0%) and New Brunswick (7.5%) reported the largest increases. Expenditures remained stable in Newfoundland and Labrador in comparison to the previous year (Table 12).²⁴ Expenditures decreased from 2012 to 2013 for Nunavut (-1.1%).

While constant dollar spending on policing services increased from the late 1990s through to 2010, it has been more variable in the past few years, decreasing in 2011 (-0.5%) and increasing in 2012 (+3.1%). Compared to a decade ago, police expenditures in constant dollars in Canada have increased by 37%.

The largest increases in total spending (including federal expenditures per province) in the last decade were found in Alberta (+71%) and Yukon (+57%). In contrast, among the provinces and territories, expenditures increased the least in Prince Edward Island (22%) (Table 13). No province or territory reported decreases in comparison to ten years before.

Compared to expenditures presented on their own, per capita expenditures, which take the size of the population into account, had more moderate increases in Canada from the late 1990s until the late 2000s (Table 11).

Text box 4

Wages of police officers and those in similar occupations

One of several questions raised within the ongoing economics of policing and community safety discussion is the trend in police officer salaries (Public Safety Canada 2013). While the Police Administration Survey collects information on total expenditures on salaries, it does not distinguish between the salaries of police officers and civilians within a police service. However, a comparison of average hourly wages of police officers with those of other occupational groups over time is possible using Labour Force Survey (LFS) data.

Police officers, like those in other occupational groups, must abide by provincial standards and regulations and must achieve particular educational and/or training requirements. In addition to being involved in law enforcement and crime prevention and reduction, police officers are involved in assistance to victims, maintenance of public order and emergency response situations. These are responsibilities shared by those in other occupational groups. For example, firefighters and ambulance attendants are also involved in emergency response. Individuals working in these occupations, as well as nurses, counsellors, social workers, teachers, and community and social service workers provide assistance to others and are responsible for the well-being of others. While security guards differ from these occupational groups in terms of training, accountability, and service to the public, they are also involved in maintaining order and providing assistance. In addition, there have been discussions regarding increasing policing capacity by assigning civilians and private security to carry out support work alongside sworn police officers, called tiered policing (see Hutchins 2014).

When comparing full-time workers aged 25 to 54 in these occupational groups and controlling for inflation,¹ LFS data show that police officers earned the second highest average hourly wage² in 2013, at \$28.22 (Text box 4 Table). The highest earners in 2013 within this age and comparison group were secondary school teachers, at an average wage of \$29.45 hourly. Police wages were similar to those of registered nurses and elementary school and kindergarten teachers. Since 2003, secondary school teachers, police officers, and nurses have consistently had the highest wages among full-time workers aged 25 to 54 in the occupations analysed, generally followed by either firefighters or elementary school teachers.

In contrast, the lowest average earnings per hour among this group were for security guards and related occupations, at \$14.62, and for community and social service workers, at \$18.87. This finding has been consistent since 2003. In 2013, these occupational groups along with family, marriage and other related counsellors and ambulance attendants had wage rates lower than the average for all occupations analysed (\$24.54). This was also true for the period beginning in 2003.

Between 2003 and 2013, the average hourly wage rate increased 12% for police officers after adjusting for inflation, as it did for elementary school and kindergarten teachers and firefighters, and similar to family, marriage and other related counsellors (+13%) and registered nurses (+11%). The lowest increase in average hourly wage rate for this period was for social workers (+4%) and security guards and related occupations (+7%). In contrast, the highest increases from 2003 to 2013 were for ambulance attendants and other paramedical occupations (+16%) and secondary school teachers (+15%).

When examining percentage changes from year-to-year over the last decade, average hourly wage rates have been increasing for most of these occupations and for most years. While wages for the other occupational groups analysed have been more variable, police officer wages have consistently been increasing since 2005 with the exception of 2011.

Notes

1. The analysis controls for this age grouping and full-time status due to differences in the distribution of these characteristics across the different occupations. Data from the Consumer Price Index (CPI) used to calculate constant dollars are the most recent data available at the time this article was produced. All dollar figures have been adjusted to a base year of 2002 to remove the effects of inflation in a way that is consistent with other tables in this article. See Statistics Canada (1996) for how to calculate constant dollars using the CPI.

2. Wage/salary information does not take into account taxes and other deductions, but does include tips and commissions. In addition, weekly and hourly wages/salary are calculated by taking into account the usual paid work hours per week, which does not include any overtime hours (see Statistics Canada 2014). Wage information from the LFS is the most recent data available at the time this article was produced. Those wage data contained in this report are organized according to the National Occupational Classification for Statistics (NOC-S) 2006 (see Statistics Canada 2007). Wages were analyzed in terms of hours rather than weeks given the variation in the average usual hours worked by people in different occupational groups. Of the occupations analysed for full-time workers aged 25 to 54 years, from 2003 to 2013, police officers had one of the highest average numbers of usual hours (approximately 41 hours per week), along with firefighters and ambulance attendants (both 43) and security guards (40). More specifically, police officers worked approximately two hours per week more than the average for all occupations over this period (39). Those belonging to other occupational groups analysed worked 37 to 38 hours per week from 2003 to 2013.

Text box 4 (continued)

Wages of police officers and those in similar occupations

Text box 4 Table

Average hourly wage rate of full-time workers aged 25 to 54, by occupational group, constant (2002) dollars, 2003 to 2013

Occupational Group ¹												Percent change 2003 to 2013
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	percent
dollars												
Secondary School Teachers	25.64	26.09	26.19	26.00	26.12	26.48	27.67	28.64	28.55	28.76	29.45	15
Police Officers	25.31	24.76	25.14	25.94	26.16	26.60	27.56	27.63	27.57	27.69	28.22	12
Registered Nurses	25.09	25.38	25.31	25.54	25.98	26.32	27.37	28.02	27.94	27.85	27.89	11
Elementary School and Kindergarten Teachers	24.72	24.75	24.93	25.22	25.55	25.85	26.77	27.27	27.30	27.24	27.57	12
Firefighters	24.22	23.73	24.10	25.18	25.32	25.73	27.00	26.93	26.84	27.32	27.17	12
Social Workers	23.94	24.11	23.90	23.57	23.85	24.39	24.82	24.44	24.65	24.96	24.89	4
Ambulance Attendants and Other Paramedical Occupations	21.02	21.18	21.22	21.74	22.07	21.94	22.93	23.09	23.52	24.24	24.39	16
Family, Marriage and Other Related Counsellors	19.71	20.32	20.08	20.22	21.26	21.73	22.24	21.76	21.33	22.07	22.33	13
Community and Social Service Workers	17.23	16.90	16.90	17.64	17.84	17.84	18.98	19.06	18.55	18.64	18.87	10
Security Guards and Related Occupations	13.63	13.14	13.47	13.51	13.21	13.52	14.24	14.30	14.04	14.37	14.62	7

1. According to the National Occupational Classification for Statistics (NOC-S) 2006. Excludes those in the most senior management positions, such as: principals and administrators; head nurses; police chiefs; fire chiefs; managers of health, education, social and community services; and security managers. The analysis controls for the age grouping 25 to 54 and full-time status due to differences in the distribution of these characteristics across the different occupations.

Note: Wage information from the Labour Force Survey (LFS) are the most recent data available at the time this article was produced. The Labour Force Survey (LFS) estimates are based on a sample and are therefore subject to sampling variability. As a result, wage data at this level are published as two year moving averages to reduce irregular movements caused by relatively small sample sizes. A two-year moving average is the sum of 24 monthly estimates divided by 24. Constant dollars represent dollars of a particular base year, which are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100) for consistency with other tables in this article. Note that historical constant dollar data are revised each year as the base year for calculation changes periodically. Data from the Consumer Price Index (CPI) used to calculate constant dollars are the most recent data available at the time this article was produced.

Source: Statistics Canada, Labour Force Survey and Consumer Price Index.

Conclusion

The Police Administration Survey contributes to the economics of policing and community safety discussions by producing data on the relative number of sworn police officers and civilians employed in police services, police costs, demographic characteristics of police officers, and their education.

In 2014, the rate of police strength in Canada continued to decline. Following growth in the 2000s and remaining stable between 2010 and 2011, the rate of police strength has decreased every year since. In addition to sworn police officers, police services reported employing 28,409 civilians in 2014, representing 29% of total personnel. The proportion of civilians employed within police services has been increasing since data was first collected in 1962. For example, a decade ago, there were 2.7 officers employed for every civilian, compared to 2.4 in 2014.

Additionally, data from this survey can provide insight into the demographics of police officers and their hirings and retirements. For example, it found that of officers hired by police services during the calendar or fiscal year of 2013, over 7 in 10 (73%) were recruit graduates, with the remainder having more experience as police officers. During this same period, it was reported that 11% of police officers were eligible for retirement, yet only 2% of police officers actually retired. Retirements were the most common reason officers left a police service (68%).

Further, the Police Administration Survey found that expenditures on policing totalled \$13.6 billion in the 2013 calendar or fiscal year. Controlling for inflation, this marked a decrease of 0.6% from the previous year. While constant dollar spending on policing services increased from the late 1990s through to 2010, it has been more variable in the past few years, decreasing in 2011 and increasing in 2012.

While the Police Administration Survey is a source for some key annual measures, the economics of policing and community safety discussions have identified a need for broader information that would assist to identify and monitor workload, performance and efficiencies in the area of policing and community safety. For example, discussions have identified a need for more detailed information on police expenditures, such as the salaries for officers versus civilians; the cost of training; revenues generated by police, and; calls for service and resources required to respond to different call types (Public Safety Canada 2014a; Standing Committee on Public Safety and National Security 2014). There are a number of initiatives underway within Canada to analyse such questions that will require on-going collaboration among stakeholders.

Survey descriptions

The Police Administration Survey collects data on police personnel and expenditures from each municipal, provincial and federal (RCMP) police service in Canada. First Nations police personnel and expenditures falling under the jurisdiction of the RCMP are reported under RCMP federal policing.

The following federal policing and security agencies are excluded from the survey: the Canadian Security Intelligence Service, and railway and military police. Federal and provincial government departments deploying personnel to enforce specific statutes in the areas of income tax, customs and excise, immigration, fisheries and wildlife are also excluded. As well, private security guards and private investigators are not included in this survey.

Data presented in this report represent police personnel as of May 15, 2014 and final expenditures for the calendar year 2013 or 2013/2014 for those services operating on a fiscal year. Most municipal police services operate on a calendar year while the provincial services and the RCMP operate on a fiscal year.

Personnel counts are based on permanent, full-time equivalents; part-time employees are converted to full-time equivalents (e.g., 4 employees working 10 hours per week would equal 1 full-time employee working a 40-hour week). Police officers include the actual number of sworn police officers available for active duty as of May 15, 2014. Other employees include all civilian personnel, including clerks, dispatchers, managers, cadets, special constables, security officers, school crossing guards, and by-law enforcement officers.

Counts for temporary officers are not included in any of the police officer counts, as only permanent, full-time officers (and full-time equivalents) are included. Temporary police officers are hired to fill in, as needed, for permanent police officers. The province of Quebec employs more temporary police officers than any other jurisdiction. Of the 880 temporary officers reported in 2014, 783 or 89% were employed in Quebec.

Police expenditures are actual operating expenditures and include: salaries and wages, benefits, and other operating expenses such as accommodation costs, fuel, maintenance, etc. Capital expenditures, revenues and recoveries are not included.

In 2014, the Police Administration Survey included the Supplemental questionnaire for the third time, which captured detailed information on hirings, departures, eligibility to retire, years of service, age, education, visible minority status and language. However, due to data quality issues, some of this information, including data on official and non-official languages, are not analysed in this article.

The majority of the information collected through the main and supplemental questionnaires is based on the May 15 survey snapshot day. Other data, including those on annual hirings, departures, eligibility to retire, and expenditures, are collected based on the previous calendar year or fiscal year.

Some police services are unable to provide one or more of the data elements asked for on the Supplemental Police Administration Survey questionnaire. In these cases, the police services are excluded from related percent calculations and a note explaining coverage for the data element is included in the text or table.

Data from the Uniform Crime Reporting (UCR) Survey are also included in this report to provide appropriate caseload context for the police in terms of the volume of criminal incidents coming to their attention. The UCR Survey collects police-reported crime and traffic offences reported by all police services in Canada, dating back to 1962, and is the basis for the crime rate, CSI and Violent CSI information.

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Notes

1. Referred to as "the calendar or fiscal year of 2013" elsewhere in the text.
2. Percent change is considered stable if it rounds to 0%.
3. The crime rate is the number of police-reported *Criminal Code* offences (excluding traffic) per 100,000 population. Crime rate information corresponding to 1962 to 1997 presented in this *Juristat* represents police-reported data from the Aggregate Uniform Crime Reporting (UCR1) Survey, and permits historical comparisons back to 1962. For the period 1998 to 2013, crime rate information presented here represent police-reported data from the Incident-based Uniform Crime Reporting Survey (UCR2). 2014 crime rate data are not yet available.
4. Positions counted under authorized strength are restricted to positions available to fully-sworn officers only. Positions occupied by cadets, recruits who have not yet graduated, and trainees are counted as civilians in the Police Administration Survey.
5. Long-term trend information on authorized strength is not available due to data quality issues.
6. Once revisions to 2013 data are taken into account.
7. A census metropolitan area (CMA) consists of one or more neighbouring municipalities situated around a major urban core. A CMA must have a total population of at least 100,000 of which 50,000 or more live in the urban core. To be included in the CMA, other adjacent municipalities must have a high degree of integration with the central urban area, as measured by commuting flows derived from census data. A CMA typically comprises more than one police service.
8. Police Administration Survey data on police personnel and expenditures are publicly available for each municipal police service in Canada. See CANSIM tables 254-0004 and 254-0006 at www.statcan.gc.ca or contact the Canadian Centre for Justice Statistics at ccjscssj@statcan.gc.ca or by calling 1-800-387-2231.
9. Once revisions to 2013 data are taken into account.
10. Percent change rounds to 0%.
11. Special constables, such as Native Special Constables, are civilians employed by police services. They are not included within the definition of police officer.

12. Native Special Constables are personnel that provide a restrictive policing role within Aboriginal communities and act as liaison between fully-sworn police officers and Aboriginal members of the community. They have limited law enforcement authority. Many of the Native Special Constables were part of the Native Special Constable Program that was sponsored by the RCMP.

13. While most Police Administration Survey data on police personnel pertain to the snapshot date of May 15, 2014, data on hiring, departures, and eligibility to retire refer to either the 2013 calendar year or the 2013/2014 fiscal year, depending on the police service.

14. The distinction between recruit graduates and experienced police officers is based on experience as a sworn police officer. More specifically, recruit graduates include paid police officers who achieved the status of fully-sworn police officer *during* the calendar or fiscal year for which data are shown. In contrast, experienced police officers include paid police officers who have achieved the status of fully-sworn officer *prior* to the calendar or fiscal year for which data are shown (that is, they have served as a police officer for a greater amount of time than recruit graduates).

15. Some police services are unable to report on the overall years of service of their police officers and have instead been reporting the years of service at their respective police service.

16. See note 13.

17. Includes paid personnel engaged in training programs intended to enable them to achieve the status of fully-sworn officer, but who have not yet achieved that status. This category excludes fully-sworn police officers on in-service training programs. Depending on the geographic location of police services, the definition of a recruit may include: recruits, cadets/trainees, recruit constables, pre-recruits and any other paid personnel engaged in training programs intended to enable them to achieve the status of fully-sworn officer.

18. The most recent year for which data for these countries is available.

19. This proportion is different from those reported earlier in the text since this proportion comes from unrevised data from the United Nations Office on Drugs and Crime (UNODC) while other figures for Canada come from revised data from Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

20. Includes all classes of constables, except special constables, who are civilians employed by police services and are not sworn police officers.

21. For consistency purposes, the Police Administration Survey asks police services to report their officers' highest level of education completed at the time of hiring. Police services were asked to avoid providing information on the most recent level of education completed by their officers at the time of the survey (such as in the case of a police officer obtaining an undergraduate degree during the course of their career as a police officer). In addition, police services are asked to record only completed education. For example, if only one year of undergraduate education was completed, the highest level of education completed in its entirety would be either "High school diploma" or "College, CEGEP or other non-university certificate or diploma."

22. While most Police Administration Survey data pertain to the snapshot date of May 15, 2014, data on expenditures, like data on hiring, departures, and eligibility to retire, refer to either the 2013 calendar year or the 2013/2014 fiscal year, depending on the police service.

23. Data from the Consumer Price Index (CPI) used to calculate constant dollars are the most recent data available at the time this article was produced. See Statistics Canada (1996) for how to calculate constant dollars using the CPI.

24. Percent change is considered stable if it rounds to 0%.

Detailed data tables

Table 1
Trends in police strength and expenditures, Canada, 1962 to 2014

Year	Police officers ¹			Civilian personnel ²			Total personnel	Police to civilians	Total expenditures ³ thousands of dollars	Criminal Code incidents ⁴ number	Incidents per officer
	Total	Per 100,000 population	% change in rate	Total	Per 100,000 population	% change in rate					
	number	rate ⁵	percent	number	rate ⁵	percent					
1962	26,129	140.6	...	5,699	30.7	...	31,828	4.6	...	514,986	19.7
1963	27,333	144.4	2.7	5,935	31.4	2.3	33,268	4.6	...	572,105	20.9
1964	28,823	149.4	3.5	6,655	34.5	9.9	35,478	4.3	...	626,038	21.7
1965	30,146	153.5	2.7	7,133	36.3	5.2	37,279	4.2	...	628,418	20.8
1966	32,086	160.3	4.4	7,583	37.9	4.4	39,669	4.2	...	702,809	21.9
1967	33,792	165.8	3.4	8,018	39.3	3.7	41,810	4.2	...	784,568	23.2
1968	34,887	168.5	1.6	8,351	40.3	2.5	43,238	4.2	...	897,530	25.7
1969	36,342	173.0	2.7	8,963	42.7	6.0	45,305	4.1	...	994,790	27.4
1970	37,949	178.2	3.0	9,936	46.7	9.4	47,885	3.8	...	1,110,066	29.3
1971	40,148	182.8	2.6	10,597	48.3	3.3	50,745	3.8	...	1,166,458	29.1
1972	41,214	185.5	1.5	11,762	52.9	9.7	52,976	3.5	...	1,189,805	28.9
1973	43,142	191.8	3.4	12,297	54.7	3.3	55,439	3.5	...	1,298,551	30.1
1974	45,276	198.5	3.5	12,085	53.0	-3.1	57,361	3.7	...	1,456,885	32.2
1975	47,713	206.2	3.9	13,794	59.6	12.5	61,507	3.5	...	1,585,805	33.2
1976	48,213	205.6	-0.3	14,377	61.3	2.9	62,590	3.4	...	1,637,704	34.0
1977	48,764	205.5	0.0	15,231	64.2	4.7	63,995	3.2	...	1,654,024	33.9
1978	48,705	203.2	-1.1	15,749	65.7	2.4	64,454	3.1	...	1,714,300	35.2
1979	48,990	202.4	-0.4	15,001	62.0	-5.7	63,991	3.3	...	1,855,271	37.9
1980	49,841	203.3	0.4	16,410	66.9	8.0	66,251	3.0	...	2,045,398	41.0
1981	50,563	203.7	0.2	16,999	68.5	2.3	67,562	3.0	...	2,168,202	42.9
1982	50,539	201.2	-1.2	17,738	70.6	3.1	68,277	2.8	...	2,203,665	43.6
1983	50,081	197.4	-1.9	17,342	68.4	-3.2	67,423	2.9	...	2,148,633	42.9
1984	50,010	195.3	-1.1	17,503	68.4	0.0	67,513	2.9	...	2,147,656	42.9
1985	50,351	194.8	-0.2	17,702	68.5	0.2	68,053	2.8	...	2,174,175	43.2
1986	51,425	197.0	1.1	18,273	70.0	2.2	69,698	2.8	3,771,205	2,277,749	44.3
1987	52,510	198.5	0.8	19,558	73.9	5.6	72,068	2.7	4,027,809	2,368,958	45.1
1988	53,312	199.0	0.2	19,407	72.4	-2.1	72,719	2.7	4,389,414	2,390,008	44.8
1989	54,211	198.7	-0.1	19,526	71.6	-1.2	73,737	2.8	4,684,760	2,425,936	44.7
1990	56,034	202.3	1.8	19,259	69.5	-2.8	75,293	2.9	5,247,646	2,627,197	46.9
1991	56,768	202.5	0.1	19,440	69.4	-0.3	76,208	2.9	5,426,887	2,898,989	51.1
1992	56,992	200.9	-0.8	20,059	70.7	2.0	77,051	2.8	5,716,833	2,847,981	50.0
1993	56,901	198.4	-1.3	19,956	69.6	-1.6	76,857	2.9	5,790,165	2,735,623	48.1
1994	55,859	192.6	-2.9	19,492	67.2	-3.4	75,351	2.9	5,783,656	2,646,209	47.4
1995	55,008	187.7	-2.5	19,259	65.7	-2.2	74,267	2.9	5,808,607	2,639,654	48.0
1996	54,323	183.5	-2.3	19,603	66.2	0.7	73,926	2.8	5,856,055	2,644,893	48.7
1997	54,719	183.0	-0.3	19,679	65.8	-0.6	74,398	2.8	5,989,022	2,534,766	46.3
1998	54,763	181.6	-0.7	19,383	64.3	-2.3	74,146	2.8	6,209,756	2,440,230	44.6
1999	55,321	182.0	0.2	20,168	66.3	3.2	75,489	2.7	6,395,380	2,339,376	42.3

See notes at the end of the table

Table 1
Trends in police strength and expenditures, Canada, 1962 to 2014 (continued)

Year	Police officers ¹			Civilian personnel ²			Total personnel	Police to civilians ratio	Total expenditures ³ thousands of dollars	Criminal Code incidents ⁴ number	Incidents per officer
	Total	Per 100,000 population	% change in rate	Total	Per 100,000 population	% change in rate					
	number	rate ⁵	percent	number	rate ⁵	percent					
2000	55,954	182.3	0.2	19,907	64.9	-2.2	75,861	2.8	6,798,531	2,334,451	41.7
2001	57,076	184.0	0.9	19,982	64.4	-0.7	77,058	2.9	7,269,977	2,353,330	41.2
2002	58,422	186.3	1.3	20,732	66.1	2.6	79,154	2.8	7,827,195	2,355,322	40.3
2003	59,412	187.8	0.8	21,476	67.9	2.7	80,888	2.8	8,324,176	2,458,482	41.4
2004	59,800	187.2	-0.3	22,212	69.5	2.5	82,012	2.7	8,758,213	2,427,370	40.6
2005	61,026	189.3	1.1	23,391	72.5	4.3	84,417	2.6	9,281,879	2,361,974	38.7
2006	62,461	191.8	1.3	23,911	73.4	1.2	86,372	2.6	9,877,071	2,359,804	37.8
2007	64,134	195.0	1.7	25,295	76.9	4.8	89,429	2.5	10,544,771	2,271,754	35.4
2008	65,283	196.4	0.7	25,630	77.1	0.2	90,913	2.5	11,449,955	2,204,479	33.8
2009	67,243	200.0	1.8	27,056	80.5	4.4	94,299	2.5	12,314,197	2,172,809	32.3
2010	69,068	203.1	1.6	27,357	80.4	0.0	96,425	2.5	12,651,596	2,094,338	30.3
2011	69,424	202.2	-0.5	28,142	81.9	1.9	97,566	2.5	12,952,388	1,984,790	28.6
2012	69,505	200.0	-1.1	28,202	81.2	-1.0	97,707	2.5	13,549,594	1,957,227	28.2
2013 ^r	69,250	197.0	-1.5	27,870	79.3	-2.3	97,120	2.5	13,596,486	1,824,837	26.4
2014	68,896	193.9	-1.6	28,409	79.9	0.8	97,305	2.4	..	..	..

.. not available for a specific reference period

... not applicable

^r revised

1. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.

2. Counts include civilians on the police service's payroll employed in such positions as clerks, dispatchers, managers, cadets, special constables, security officers, school crossing guards and by-law enforcement officers. The Police Administration Survey only collects data on civilian employees paid for by the police service. Therefore, if civilian employees of a police service are paid for by the municipality, such as in the case of RCMP detachments and some municipal police services, they are not captured by the survey.

3. Expenditures amounts are shown in current dollars, which are not adjusted for inflation or deflation. Total operating expenditures include salaries, wages, benefits, and other operating expenses that are paid from the police service budget, as well as benefits paid from other government sources. Revenues, recoveries, and those costs that fall under a police service's capital expenditures are excluded.

4. Data extracted from the Uniform Crime Reporting Survey, Canadian Centre for Justice Statistics. Excludes police-reported *Criminal Code* traffic incidents.

5. Populations are based on July 1, 2014 estimates, Statistics Canada, Demography Division.

Note: A new version of the Police Administration Survey was implemented in 1986. To maintain historical continuity, figures prior to 1986 have been adjusted. Information presented in this table on crime corresponding to 1962 to 1997 represents police-reported data from the Aggregate Uniform Crime Reporting (UCR1) Survey, and permits historical comparisons back to 1962. For the period 1998 to 2013, crime information presented here represent police-reported data from the Incident-based Uniform Crime Reporting Survey (UCR2). 2014 crime data are not yet available. While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2014 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2013 for the most recent data).

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey and Uniform Crime Reporting Survey.

Table 2
Police officers by level of policing, by province and territory, 2014

Province and territory	2014	Police services ²		Royal Canadian Mounted Police			Other ³
	population ¹	Municipal	Provincial	Municipal	Provincial	Federal	
number							
Newfoundland and Labrador ⁴	526,977	...	396	...	400	83	16
Prince Edward Island	146,283	99	...	10	96	23	8
Nova Scotia	942,668	878	...	47	760	171	28
New Brunswick	753,914	448	...	208	475	134	26
Quebec	8,214,672	9,550	5,694	...	...	913	44
Ontario ⁵	13,678,740	20,236	4,202	...	...	1,663	47
Manitoba	1,282,043	1,638	...	182	624	174	28
Saskatchewan ⁶	1,125,410	1,038	...	118	881	227	30
Alberta	4,121,692	4,154	...	1,079	1,391	317	49
British Columbia	4,631,302	2,638	...	3,464	1,771	745	136
Yukon ⁷	36,510	...	...	...	109	18	8
Northwest Territories ⁷	43,623	...	...	...	168	14	10
Nunavut ⁷	36,585	...	...	...	106	6	7
Provincial and territorial total ⁸	35,540,419	40,679	10,292	5,108	6,781	4,488	437
Royal Canadian Mounted Police Headquarters and Training Academy	...	...	...	...	...	...	1,111
Canada	35,540,419	40,679	10,292	5,108	6,781	4,488	1,548

Province and territory	Total police officers number	Police officers per 100,000 population rate	Percent change in rate	
			2013 to 2014	2004 to 2014
			percent	
Newfoundland and Labrador ⁴	895	170	-2.2	14.7
Prince Edward Island	236	161	1.2	7.3
Nova Scotia	1,884	200	-0.6	16.2
New Brunswick	1,291	171	-3.7	-1.4
Quebec	16,201	197	0.5	3.0
Ontario ⁵	26,148	191	-1.7	2.0
Manitoba	2,646	206	-2.9	6.9
Saskatchewan ⁶	2,294	204	-2.2	1.2
Alberta	6,990	170	-1.5	7.2
British Columbia	8,754	189	-2.2	11.1
Yukon ⁷	135	370	1.9	-3.8
Northwest Territories ⁷	192	440	0.5	11.5
Nunavut ⁷	119	325	-10.0	-21.1
Provincial and territorial total⁸	67,785	191	-1.3	4.3
Royal Canadian Mounted Police Headquarters and Training Academy	1,111	...	...	...
Canada	68,896	194	-1.6	3.5

... not applicable

1. Populations are based on July 1 estimates for 2014, Statistics Canada, Demography Division.

2. Excludes the Royal Canadian Mounted Police.

3. Includes National Police Services and Departmental and Divisional Administration.

4. Newfoundland and Labrador does not have any municipal police services. The Royal Newfoundland Constabulary (a provincial police service) provides policing to most of the larger municipalities.

5. Excludes personnel from Royal Canadian Mounted Police Headquarters. The Ontario Provincial Police deploy 1,914 officers to provide municipal policing services under contract and these are included as municipal, not provincial policing.

6. Excludes personnel from Royal Canadian Mounted Police Training Academy.

7. Yukon, Northwest Territories and Nunavut do not have any municipal police services. The Royal Canadian Mounted Police is responsible for providing policing to the territories.

8. Excludes personnel from Royal Canadian Mounted Police Headquarters and Training Academy.

Note: Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents) as of May 15, 2014. This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded. Percent change is considered stable if it rounds to 0%.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Table 3

Rates of police strength and selected crime statistics, by province and territory, 2013 and 2014

Province and territory	2014 Police officers per 100,000 population	2013 Crime Severity Index ¹	2013 Violent Crime Severity Index ²
	rate ³		
Newfoundland and Labrador	170	68.40	65.68
Prince Edward Island	161	64.49	43.27
Nova Scotia	200	69.75	72.61
New Brunswick	171	59.73	58.45
Quebec	197	62.25	67.77
Ontario ⁴	191	52.49	61.89
Manitoba	206	100.34	136.01
Saskatchewan ⁵	204	125.73	120.17
Alberta	170	83.68	83.23
British Columbia	189	89.18	81.48
Yukon	370	165.69	149.29
Northwest Territories	440	314.41	303.84
Nunavut	325	281.94	422.66
Provincial and territorial total⁶	191	68.72	73.70

1. The Crime Severity Index (CSI) takes into account both the volume and the seriousness of crime. In the calculation of the CSI, each offence is assigned a weight, derived from average sentences handed down by criminal courts. The more serious the average sentence, the higher the weight for that offence. As a result, more serious offences have a greater impact on changes in the index. All police-reported *Criminal Code* offences, including traffic offences and other federal statute offences, are included in the CSI.

2. The Violent Crime Severity Index (Violent CSI) takes into account both the volume and the seriousness of violent crime. In the calculation of the Violent CSI, each violent offence is assigned a weight, derived from average sentences handed down by criminal courts. The more serious the average sentence, the higher the weight for that offence. As a result, more serious offences have a greater impact on changes in the index. All police-reported violent *Criminal Code* offences are included in the Violent CSI.

3. Populations are based on July 1 estimates for 2014, Statistics Canada, Demography Division.

4. Excludes personnel from the Royal Canadian Mounted Police Headquarters.

5. Excludes personnel from the Royal Canadian Mounted Police Training Academy.

6. Excludes personnel from the Royal Canadian Mounted Police Headquarters and Training Academy.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey and Uniform Crime Reporting Survey.

Table 4
Police officers and selected crime statistics, by census metropolitan area, 2014

Census metropolitan area	2013 population ¹	2014 number of police officers ²	2014 police officers per 100,000 population ³	Percent change in rate of officers 2013 to 2014	2013 Crime Severity Index ⁴	2013 Violent Crime Severity Index ⁵
	number		rate	percent		
Winnipeg ⁶	802,273	1,535	191	-0.6	83.17	119.85
Thunder Bay	121,763	228	187	-1.4	80.62	110.87
Montréal	3,986,346	7,420	186	2.2	65.93	79.45
Regina	234,426	415	177	-4.5	109.3	105.75
Windsor	330,108	580	176	-1.4	61.27	61.86
Brantford	142,084	249	175	-0.1	83.74	73.87
Halifax ⁶	408,714	692	169	-0.3	68.64	84.83
Saskatoon	299,190	504	168	-3.8	99.09	109.86
Toronto	5,905,031	9,875	167	-2.4	47.14	68.16
St. Catharines— Niagara	445,351	742	167	0.6	57.48	49.26
Peterborough	121,576	199	164	5.2	54.37	57.74
St. John's	202,602	326	161	-3.4	78.38	79.45
Calgary	1,375,123	2,201	160	-1.6	60.4	61.98
Greater Sudbury	164,983	263	159	1.2	66.92	66.3
Victoria	357,416	560	157	0.5	59.11	54.44
Edmonton	1,290,932	1,998	155	-2.9	84.49	89.71
London	500,949	771	154	-2.5	67.2	56.93
Hamilton	734,389	1,120	153	0.1	55.11	59.9
Barrie	207,972	314	151	-2.1	42.84	38.59
Guelph	128,573	191	149	-3.1	43.01	42.46
Kitchener— Cambridge—Waterloo	534,762	792	148	-2.8	56.79	56.98
Abbotsford—Mission	177,298	262	148	0.9	80.68	70.65
Vancouver ⁶	2,443,887	3,551	145	-4.0	90.26	83.61
Ottawa ⁷	974,307	1,375	141	-2.5	52.08	56.12
Kingston	163,969	231	141	0.5	54.61	48.64
Gatineau ⁸	323,084	448	139	0.8	56.91	65.06
Saint John	146,107	200	137	-1.4	60.4	59.48
Sherbrooke	194,678	256	131	1.0	58.36	45.28
Québec	785,838	1,018	130	-2.1	46.48	48.31
Kelowna	185,168	230	124	-0.3	92.56	67.08
Trois-Rivières	154,351	184	119	-1.1	60.25	51.44
Moncton	143,388	157	109	0.3	66.11	66.54
Saguenay	167,775	178	106	-0.2	59.89	57.23

1. Populations are based on preliminary postcensal estimates for 2013, Statistics Canada, Demography Division. Populations are adjusted to follow policing boundaries. Census metropolitan area populations for 2014 are not yet available.

2. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents) as of May 15, 2014. This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.

3. Based on the number of police officers in 2014 and census metropolitan area (CMA) populations for 2013. CMA populations for 2014 are not yet available.

4. The Crime Severity Index (CSI) takes into account both the volume and the seriousness of crime. In the calculation of the CSI, each offence is assigned a weight, derived from average sentences handed down by criminal courts. The more serious the average sentence, the higher the weight for that offence. As a result, more serious offences have a greater impact on changes in the index. All police-reported *Criminal Code* offences, including traffic offences and other federal statute offences, are included in the CSI.

5. The Violent Crime Severity Index (Violent CSI) takes into account both the volume and the seriousness of violent crime. In the calculation of the Violent CSI, each violent offence is assigned a weight, derived from average sentences handed down by criminal courts. The more serious the average sentence, the higher the weight for that offence. As a result, more serious offences have a greater impact on changes in the index. All police-reported violent *Criminal Code* offences are included in the Violent CSI.

6. Police officer counts include officers deployed to contract positions (e.g. airport, port, United Nations Mission).

7. Represents the Ontario portion of the Ottawa-Gatineau census metropolitan area.

8. Represents the Quebec portion of the Ottawa-Gatineau census metropolitan area.

Note: A census metropolitan area (CMA) consists of one or more neighbouring municipalities situated around a central core. A CMA must have a total population of at least 100,000 of which 50,000 or more live in the central core. To be included in the CMA, other adjacent municipalities must have a high degree of integration with the central core, as measured by commuting flows derived from census data. A CMA typically comprises more than one police service. The CMA of Oshawa is not included due to incongruities between policing jurisdiction and census metropolitan area boundaries. The number of police officers at the CMA level include those working for municipal police service(s) as well as municipal and/or rural detachments of the Royal Canadian Mounted Police (RCMP), Ontario Provincial Police or the Sûreté du Québec, responsible for policing the CMA. Crimes investigated by RCMP federal personnel within CMAs are included; however, police officer counts do not include RCMP federal police officers. Percent change is considered stable if it rounds to 0%.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey and Uniform Crime Reporting Survey.

Table 5

Hirings and departures of police officers, Canada, by province and territory, 2013

Province and territory	Hirings ¹			Departures ²			Net gain or loss: hirings and departures	Police officers eligible to retire ⁶
	Experienced police officers ³		Recruit graduates ⁴	Total	Retirements	Other ⁵		
	Total number	percent					number	percent
Newfoundland and Labrador	21	x	x	36	94	6	-15	22
Prince Edward Island	7	86	14	8	63	38	-1	15
Nova Scotia	32	38	62	63	86	14	-31	14
New Brunswick	13	x	x	61	52	48	-48	15
Quebec	192	69	31	406	76	24	-214	12
Ontario ⁷	537	25	75	712	74	26	-175	7
Manitoba	20	17	83	92	66	34	-72	18
Saskatchewan ⁸	99	22	78	96	52	48	3	9
Alberta	356	12	88	266	52	48	90	9
British Columbia	229	24	76	233	59	41	-4	10
Yukon	3	...	...	2	x	x	1	11
Northwest Territories	1	...	...	1	x	x	0	8
Nunavut	1	...	...	1	x	x	0	14
Provincial and territorial total⁹	1,511	27	73	1,977	68	32	-466	10
Royal Canadian Mounted Police Headquarters and Training Academy	0	...	...	91	77	23	-91	50
Canada	1,511	27	73	2,068	68	32	-557	11

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

1. Information on hirings was not available for police services employing 0.04% of officers across Canada. In addition, police services employing 34% of officers were unable to provide the level of experience (experienced police officers or recruit graduates) of their officers at time of hire. These police services are excluded from the percentage calculations.

2. Information on departures was not available for police services employing 0.04% of officers across Canada. These police services are excluded from the percentage calculations.

3. Includes police officers who achieved the status of fully-sworn officer prior to the calendar or fiscal year for which data are shown.

4. Includes paid police officers who achieved the status of fully-sworn police officer during the calendar or fiscal year for which data are shown.

5. Includes police officers who departed for reasons other than retirement, such as being hired by another police service, career change, death, etc.

6. Information on eligibility to retire was not available for police services employing 0.04% of officers across Canada. These police services are excluded from the percentage calculations.

7. Excludes personnel from the Royal Canadian Mounted Police Headquarters.

8. Excludes personnel from the Royal Canadian Mounted Police Training Academy.

9. Excludes personnel from the Royal Canadian Mounted Police Headquarters and Training Academy.

Note: Represents hirings, departures and eligibility to retire during the 2013 calendar or 2013/2014 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of fully sworn officers employed on May 15, 2014.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey and Supplemental Survey questionnaire.

Table 6

Hirings and departures of police officers, by overall years of service, Canada, 2013

Overall years of service	Hirings ¹		Departures ²		Police officers eligible to retire ⁵	
	Total police officers ³		Total	Retirements	Other ⁴	
	number	percent	number		percent	
Less than 5 years	1,323	87.6	179	0.0	27.5	0.1
5 to less than 10 years	66	4.4	122	0.2	18.3	0.1
10 to less than 15 years	43	2.8	90	0.4	13.1	0.1
15 to less than 20 years	16	1.1	49	0.4	6.6	0.2
20 to less than 25 years	23	1.5	146	5.4	10.9	12.5
25 to less than 30 years	27	1.8	462	27.0	13.2	47.2
30 to less than 35 years	10	0.7	624	41.5	7.1	29.5
35 years and over	4	0.3	370	25.1	3.2	10.3
Information not available	1	...	25	...	...	...
Total	1,511	100	2,068	100	100	100

... not applicable

1. Information on hirings was not available for police services employing 0.04% of officers across Canada. These police services are excluded from the percentage calculations.

2. Information on reason for departure was not available for police services employing 0.04% of officers across Canada. These police services are excluded from the percentage calculations.

3. Includes both experienced police officers and recruit graduates in order to include police services (employing 34% of officers in Canada) which were unable to distinguish between these levels of experience of their officers at time of hire.

4. Includes police officers who departed for reasons other than retirement, such as being hired by another police service, career change, death, etc.

5. Information on eligibility to retire was not available for police services employing 0.04% of police officers across Canada. These police services are excluded from the percentage calculations.

Note: Represents hirings, departures and eligibility to retire during the 2013 calendar or 2013/2014 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of fully sworn officers employed on May 15, 2014. Totals may not add up to 100% due to rounding.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey and Supplemental Survey questionnaire.

Table 7
Police officers by sex, Canada, 1986 to 2014

Year	Male		Female		Total
	number	percent	number	percent	number
1986	49,431	96.1	1,994	3.9	51,425
1987	50,205	95.6	2,305	4.4	52,510
1988	50,604	94.9	2,708	5.1	53,312
1989	51,068	94.2	3,143	5.8	54,211
1990	52,461	93.6	3,573	6.4	56,034
1991	52,804	93.0	3,964	7.0	56,768
1992	52,706	92.5	4,286	7.5	56,992
1993	52,340	92.0	4,561	8.0	56,901
1994	50,803	90.9	5,056	9.1	55,859
1995	49,630	90.2	5,378	9.8	55,008
1996	48,689	89.6	5,634	10.4	54,323
1997	48,628	88.9	6,091	11.1	54,719
1998	48,076	87.8	6,687	12.2	54,763
1999	48,169	87.1	7,152	12.9	55,321
2000	48,304	86.3	7,650	13.7	55,954
2001	48,803	85.5	8,273	14.5	57,076
2002	49,504	84.7	8,918	15.3	58,422
2003	50,060	84.3	9,352	15.7	59,412
2004	49,941	83.5	9,859	16.5	59,800
2005	50,450	82.7	10,576	17.3	61,026
2006	51,250	82.1	11,211	17.9	62,461
2007	52,261	81.5	11,873	18.5	64,134
2008	53,077	81.3	12,206	18.7	65,283
2009	54,422	80.9	12,821	19.1	67,243
2010	55,787	80.8	13,281	19.2	69,068
2011	55,820	80.4	13,604	19.6	69,424
2012	55,673	80.1	13,832	19.9	69,505
2013 [†]	55,252	79.8	13,998	20.2	69,250
2014	54,721	79.4	14,175	20.6	68,896

[†] revised

Note: A new version of the Police Administration Survey was implemented in 1986. Therefore, comparable data on police officers by sex is available for 1986 onward.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Table 8
Police officers by sex, by province and territory, 2014

Province and territory	Male		Female		Total
	number	percent	number	percent	
Newfoundland and Labrador	715	79.9	180	20.1	895
Prince Edward Island	203	86.0	33	14.0	236
Nova Scotia	1,552	82.4	332	17.6	1,884
New Brunswick	1,081	83.7	210	16.3	1,291
Quebec	12,199	75.3	4,002	24.7	16,201
Ontario ¹	21,151	80.9	4,997	19.1	26,148
Manitoba	2,255	85.2	391	14.8	2,646
Saskatchewan ²	1,838	80.1	456	19.9	2,294
Alberta	5,683	81.3	1,307	18.7	6,990
British Columbia	6,836	78.1	1,918	21.9	8,754
Yukon	114	84.4	21	15.6	135
Northwest Territories	170	88.5	22	11.5	192
Nunavut	109	91.6	10	8.4	119
Provincial and territorial total³	53,906	79.5	13,879	20.5	67,785
Royal Canadian Mounted Police Headquarters and Training Academy	815	73.4	296	26.6	1,111
Canada	54,721	79.4	14,175	20.6	68,896

1. Excludes personnel from the Royal Canadian Mounted Police Headquarters.

2. Excludes personnel from the Royal Canadian Mounted Police Training Academy.

3. Excludes personnel from the Royal Canadian Mounted Police Headquarters and Training Academy.

Note: Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents) as of May 15, 2014. This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Table 9
Female police officers as a percentage of total police officers, by peer country, 2004 to 2012

Peer country ¹	2004	2005	2006	2007	2008	2009	2010	2011	2012
Sweden	..	..	..	..	..	26	27	22	29
United Kingdom ²	21	22	23	24	25	26	26	27	27
Ireland	..	..	..	..	..	..	..	..	25
Norway	..	..	18	18	19	20	22	22	24
Netherlands	..	..	19	20	20	20	21	22	22
Canada	16	17	18	19	19	19	19	20	20
Germany	14	15	15	16	16	17	17	18	19
Finland	11	11	12	12	13	14	14	15	15
Austria	9	9	10	11	11	12	13	13	13
Denmark	..	..	..	11	11	12	12	13	13
United States	..	..	12	12	12	12	12	12	12
Japan	..	..	..	..	..	6	..	7	7

.. not available for a specific reference period

1. The Conference Board of Canada has established a group of 16 peer countries which are comparable in terms of population, geographic land mass, and income (gross domestic product) per capita (Conference Board of Canada 2014).

2. Figures for the United Kingdom are obtained from adding the number of police personnel in England and Wales, Northern Ireland, and Scotland. No data was available for Scotland in 2004 and 2006. Although some data was available for Scotland in 2005, the number of female police officers was not, therefore, the percentage for the United Kingdom in 2005 is not based on data from Scotland.

Note: Refers to percentages of those in public agencies as at 31 December whose principal functions are the prevention, detection and investigation of crime and the apprehension of alleged offenders. Data concerning support staff (secretaries, clerks, etc.) should be excluded. Information on number of police officers by gender was not available for Australia, Belgium, and France. Figures for Canada in this table are different from those in Table 7. This is because figures for this table come from unrevised data from the United Nations Office on Drugs and Crime (UNODC) while figures for Canada in Table 7 come from revised data from Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Percentages based on the total of reported male and female police officers, which in some cases is different from the number of total police officers.

Source: United Nations Office on Drugs and Crime, Criminal justice system resources, Total Police Personnel at the National Level; Male Police Personnel at the National Level; and Female Police Personnel at the National Level.

Table 10
Male and female police officers by rank, Canada, 1986 to 2014

Year	Senior officers ¹		Non-commissioned officers ²		Constables	
	Male	Female	Male	Female	Male	Female
	percent					
1986	99.8	0.2	99.5	0.5	94.6	5.4
1987	99.8	0.2	99.4	0.6	93.9	6.1
1988	99.8	0.2	99.2	0.8	93.0	7.0
1989	99.7	0.3	98.9	1.1	92.1	7.9
1990	99.6	0.4	98.7	1.3	91.4	8.6
1991	99.6	0.4	98.6	1.4	90.5	9.5
1992	99.3	0.7	98.4	1.6	89.8	10.2
1993	98.8	1.2	98.2	1.8	89.2	10.8
1994	98.7	1.3	97.8	2.2	88.0	12.0
1995	98.4	1.6	97.3	2.7	87.2	12.8
1996	98.3	1.7	97.0	3.0	86.5	13.5
1997	97.9	2.1	96.6	3.4	85.7	14.3
1998	97.8	2.2	96.1	3.9	84.5	15.5
1999	97.2	2.8	95.3	4.7	83.8	16.2
2000	96.9	3.1	94.5	5.5	83.0	17.0
2001	96.5	3.5	93.7	6.3	82.2	17.8
2002	96.0	4.0	92.9	7.1	81.4	18.6
2003	95.3	4.7	92.3	7.7	80.9	19.1
2004	94.8	5.2	91.1	8.9	80.2	19.8
2005	94.5	5.5	90.3	9.7	79.3	20.7
2006	93.9	6.1	89.2	10.8	78.9	21.1
2007	92.8	7.2	88.0	12.0	78.5	21.5
2008	92.3	7.7	86.7	13.3	78.8	21.2
2009	91.7	8.3	85.6	14.4	78.6	21.4
2010	91.3	8.7	84.9	15.1	78.6	21.4
2011	90.5	9.5	84.2	15.8	78.4	21.6
2012	90.1	9.9	83.6	16.4	78.2	21.8
2013 [†]	89.6	10.4	82.9	17.1	78.1	21.9
2014	89.1	10.9	82.4	17.6	77.8	22.2

[†] revised

1. Includes personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chiefs, deputy chiefs, staff superintendents, superintendents, staff inspectors, inspectors, lieutenants, and other equivalent ranks.

2. Includes personnel between the rank of constable and lieutenant, such as staff-sergeants, sergeants, detective-sergeants, corporals and all equivalent ranks.

Note: Prior to 1986, data on the rank of police officers was not available. Represents the actual number of permanent, fully-sworn police officers (or their full-time equivalents) as of May 15. This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Table 11

Current and constant (2002) dollar expenditures on policing, Canada, 1986 to 2013

Year	Current dollars ¹				Constant (2002) dollars ²			
	Total expenditures ³ thousands of dollars	Percentage change from previous year percent	Per capita cost ⁴ dollars	Percentage change from previous year percent	Total expenditures ³ thousands of dollars	Percentage change from previous year percent	Per capita cost ⁴ dollars	Percentage change from previous year percent
1986	3,771,205	...	144	...	5,748,789	...	220	...
1987	4,027,809	6.8	152	5.4	5,880,013	2.3	222	0.9
1988	4,389,414	9.0	164	7.6	6,164,908	4.8	230	3.5
1989	4,684,760	6.7	172	4.8	6,263,049	1.6	230	-0.2
1990	5,247,646	12.0	189	10.3	6,693,426	6.9	242	5.3
1991	5,426,887	3.4	194	2.2	6,554,211	-2.1	234	-3.2
1992	5,716,833	5.3	202	4.1	6,805,754	3.8	240	2.6
1993	5,790,165	1.3	202	0.2	6,764,212	-0.6	236	-1.7
1994	5,783,656	-0.1	199	-1.2	6,748,723	-0.2	233	-1.3
1995	5,808,607	0.4	198	-0.6	6,630,830	-1.7	226	-2.8
1996	5,856,055	0.8	198	-0.2	6,587,238	-0.7	222	-1.7
1997	5,989,022	2.3	200	1.3	6,625,024	0.6	222	-0.4
1998	6,209,756	3.7	206	2.8	6,801,486	2.7	226	1.8
1999	6,395,380	3.0	210	2.2	6,884,155	1.2	226	0.4
2000	6,798,531	6.3	222	5.3	7,126,343	3.5	232	2.6
2001	7,269,977	6.9	234	5.8	7,433,514	4.3	240	3.2
2002	7,827,195	7.7	250	6.5	7,827,195	5.3	250	4.2
2003	8,324,176	6.3	263	5.4	8,097,448	3.5	256	2.5
2004	8,758,213	5.2	274	4.2	8,365,055	3.3	262	2.3
2005	9,281,879	6.0	288	5.0	8,674,653	3.7	269	2.7
2006	9,877,071	6.4	303	5.3	9,053,227	4.4	278	3.3
2007	10,544,771	6.8	321	5.7	9,457,194	4.5	288	3.5
2008	11,449,955	8.6	344	7.4	10,035,017	6.1	302	5.0
2009	12,314,197	7.5	366	6.3	10,764,158	7.3	320	6.0
2010	12,651,596	2.7	372	1.6	10,859,739	0.9	319	-0.2
2011	12,952,388	2.4	377	1.4	10,802,659	-0.5	315	-1.5
2012 ^r	13,549,594	4.6	390	3.4	11,133,602	3.1	320	1.8
2013	13,596,486	0.3	387	-0.8	11,072,057	-0.6	315	-1.7

... not applicable

^r revised

1. Dollars which express the cost of items in terms of the year in which the expenditure occurs.

2. Dollars of a particular base year, which are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index (CPI) was used to calculate constant dollars over a base year of 2002 (2002=100). Note that historical constant dollar data are revised each year as the base year for calculation changes periodically. Data from the CPI used to calculate constant dollars are the most recent data available at the time this article was produced.

3. Total operating expenditures include salaries, wages, benefits, and other operating expenses that are paid from the police service budget, as well as benefits paid from other government sources. Revenues, recoveries, and those costs that fall under a police service's capital expenditures are excluded.

4. Per capita costs are calculated using populations statistics based on preliminary postcensal estimates, Statistics Canada, Demography Division.

Note: While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2014 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2013 for the most recent data).**Source:** Statistics Canada, Consumer Price Index and Canadian Centre for Justice Statistics, Police Administration Survey.

Table 12

Total expenditures on policing, current dollars, by province and territory, 2013

Province and territory				Change from previous year ²			Change from previous year ²
	Municipal ¹	Provincial ¹	Total	percent	Federal ³	Expenditures total ⁴	percent
	thousands of dollars				thousands of dollars		
Newfoundland and Labrador ⁵	...	124,516	124,516	1.1	26,931	151,447	-0.3
Prince Edward Island	13,598	14,474	28,072	2.0	6,693	34,765	1.9
Nova Scotia	131,425	107,094	238,519	2.0	47,422	285,942	1.9
New Brunswick	90,197	85,707	175,904	6.6	41,271	217,175	7.5
Quebec	1,571,872	978,447	2,550,320	1.0	...	2,550,320	1.0
Ontario ⁶	3,794,278	750,146	4,544,424	1.1	...	4,544,424	1.1
Manitoba	283,460	112,251	395,711	2.0	56,962	452,673	1.8
Saskatchewan ⁷	179,063	152,408	331,471	4.2	69,287	400,758	4.3
Alberta	970,741	252,653	1,223,393	2.5	135,699	1,359,093	2.5
British Columbia ⁸	947,912	343,032	1,290,944	1.6	213,128	1,504,072	1.8
Yukon	...	21,764	21,764	9.0	9,327	31,091	9.0
Northwest Territories	...	41,009	41,009	1.2	17,575	58,584	1.2
Nunavut	...	34,222	34,222	-1.1	14,667	48,888	-1.1
Provincial and territorial total⁹	7,982,545	3,017,723	11,000,268	1.5	638,963	11,639,230	1.6
Other Royal Canadian Mounted Police expenditures ¹⁰	...	...	...	...	1,957,255	1,957,255	-11.7
Canada	7,982,545	3,017,723	11,000,268	1.5	2,596,218	13,596,486	-0.6

... not applicable

1. Figures include the amount billed to the province, territory or municipality for Royal Canadian Mounted Police contract policing. In some provinces, municipal policing is subsidized by the provinces.

2. Year to year percent change calculations are based on unrounded constant dollar amounts. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index (CPI) was used to calculate constant dollars over a base year of 2002 (2002=100). Data from the CPI used to calculate constant dollars are the most recent data available at the time this article was produced.

3. Federal expenditures include all other Royal Canadian Mounted Police contract expenditures which are not paid for by the municipality or the province and territory for those provinces and territories with contracts with the Royal Canadian Mounted Police (see footnote 10).

4. Includes municipal, provincial and territorial, federal and other Royal Canadian Mounted Police expenditures (see footnote 10).

5. Provincial policing figures include both the Royal Newfoundland Constabulary and the Royal Canadian Mounted Police.

6. Excludes the Royal Canadian Mounted Police Headquarters.

7. Excludes the Royal Canadian Mounted Police Training Academy.

8. Municipal expenditures do not include those from policing of Vancouver International Airport and Victoria International Airport.

9. Excludes the Royal Canadian Mounted Police Headquarters and Training Academy.

10. Includes headquarters, federal and international operations, and national policing services.

Note: Totals may not add up due to rounding. Expenditure figures represent gross operating expenditures and include costs that are paid from police service budgets and benefits paid from other sources. Revenues, recoveries and capital expenditures are excluded. Current dollars express the cost of items in terms of the year in which the expenditure occurs. The Police Administration Survey only collects data on civilian employees paid for by the police service. Therefore, if civilian employees are paid for by the municipality, such as in the case of Royal Canadian Mounted Police detachments and some municipal police services, they are not captured by the survey. The per capita cost field is not included as expenditures are not comparable. Per capita costs should not be calculated. Percent change is considered stable if it rounds to 0%. While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2014 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2013 for the most recent data).

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Table 13

Total expenditures on policing, constant (2002) dollars, by province or territory, 2003 to 2013

Province or territory	2003	2004	2005	2006	2007	2008
	thousands of dollars					
Newfoundland and Labrador ²	85,459	87,912	90,486	95,411	106,926	108,210
Prince Edward Island	22,180	21,384	21,778	22,844	23,776	24,698
Nova Scotia	166,849	172,682	169,591	191,218	199,597	206,045
New Brunswick	135,074	140,181	134,643	140,956	144,219	152,149
Quebec	1,612,618	1,655,359	1,711,510	1,729,231	1,805,121	1,880,419
Ontario ³	2,705,572	2,846,730	2,961,361	3,130,771	3,251,256	3,359,305
Manitoba	269,550	270,078	262,611	274,561	280,453	292,734
Saskatchewan ⁴	218,903	222,042	227,455	254,174	239,702	250,552
Alberta	614,799	656,378	690,615	713,029	720,818	784,085
British Columbia ⁵	854,130	913,430	936,750	993,383	1,025,917	1,089,226
Yukon	16,157	16,400	16,326	16,404	17,881	19,245
Northwest Territories	33,778	35,022	32,918	34,146	35,083	35,655
Nunavut	29,352	29,524	27,465	28,515	28,331	31,545
Provincial and territorial total⁶	6,758,928	7,061,877	7,280,701	7,621,816	7,868,569	8,225,934
Other Royal Canadian Mounted Police expenditures ⁷	1,338,519	1,303,178	1,393,952	1,431,411	1,588,625	1,809,083
Canada	8,097,448	8,365,055	8,674,653	9,053,227	9,457,194	10,035,017

Province or territory	2009	2010	2011	2012 ^r	2013	Percent change 2003 to 2013 ¹
	thousands of dollars					percent
Newfoundland and Labrador ²	113,035	115,449	116,507	120,567	120,196	41
Prince Edward Island	25,167	25,507	25,852	26,649	27,160	22
Nova Scotia	215,937	223,652	221,767	221,703	225,862	35
New Brunswick	156,359	157,995	159,179	164,307	176,565	31
Quebec	1,910,331	1,949,233	2,020,322	2,075,434	2,095,579	30
Ontario ³	3,479,387	3,611,237	3,615,912	3,655,088	3,694,654	37
Manitoba	311,589	328,686	335,919	361,659	368,026	37
Saskatchewan ⁴	260,869	275,162	288,609	305,585	318,821	46
Alberta	834,002	925,003	975,766	1,028,408	1,054,378	71
British Columbia ⁵	1,170,810	1,198,094	1,233,589	1,255,733	1,277,886	50
Yukon	19,434	22,777	22,211	23,218	25,318	57
Northwest Territories	38,883	40,843	41,873	45,850	46,422	37
Nunavut	33,369	36,156	37,598	42,396	41,928	43
Provincial and territorial total⁶	8,568,733	8,906,453	9,092,908	9,329,195	9,478,201	40
Other Royal Canadian Mounted Police expenditures ⁷	2,195,425	1,953,286	1,709,751	1,804,407	1,593,856	19
Canada	10,764,158	10,859,739	10,802,659	11,133,602	11,072,057	37

^r revised

1. Percent change based on unrounded constant dollars.

2. Provincial policing figures include both the Royal Newfoundland Constabulary and the Royal Canadian Mounted Police.

3. Excludes Royal Canadian Mounted Police Training Headquarters.

4. Excludes Royal Canadian Mounted Police Training Academy.

5. Municipal expenditures do not include those from policing of Vancouver International Airport and Victoria International Airport.

6. Excludes Royal Canadian Mounted Police Training Headquarters and Training Academy.

7. Includes headquarters, federal and international operations, and national policing services.

Note: Totals may not add up due to rounding. Expenditure figures represent gross operating expenditures and include costs that are paid from police service budgets and benefits paid from other sources. Revenues, recoveries and capital expenditures are excluded. Includes municipal, provincial and territorial, federal and other Royal Canadian Mounted Police expenditures. While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2014 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2013 for the most recent data). Constant dollars represent dollars of a particular base year, which are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index (CPI) was used to calculate constant dollars over a base year of 2002 (2002=100). Note that historical constant dollar data are revised each year as the base year for calculation changes periodically. Data from the CPI used to calculate constant dollars are the most recent data available at the time this article was produced.

Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.